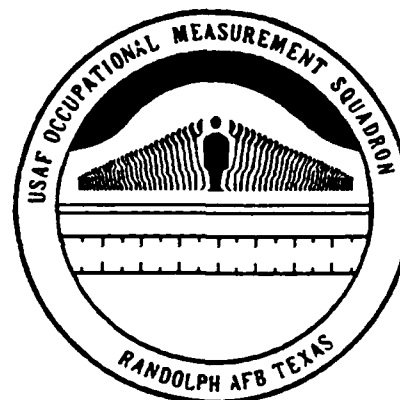




UNITED STATES
AIR FORCE



AD-A268 998


OCCUPATIONAL SURVEY REPORT

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AIRCREW LIFE SUPPORT

AFSC 122X0 (1T1X1)

AFPT 90-122-956

AUGUST 1993


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OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Aircrew Life Support career ladder, AFSC 122X0. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

Mr Don Cochran, Inventory Development Specialist, developed the survey instrument; First Lieutenant Lester A. Ball, Occupational Analyst, analyzed the data and wrote the final report. Mr Wayne Fruge provided computer programming support, and Ms Raquel A. Soliz provided administrative support. Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, USAF Occupational Measurement Squadron, reviewed and approved this report for release.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to the USAF Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB, Texas 78150-4449 (DSN 487-6623).

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SUMMARY OF RESULTS

1. Survey Coverage: The Aircrew Life Support career ladder was surveyed to obtain current task and equipment data for use in examining current personnel classification training policies. Survey results are based on 1,395 responses from Aircrew Life Support personnel, which constitutes 60 percent of the assigned population.
2. Specialty Jobs: Structure analysis identified eight job clusters and four individual jobs. Fifty-one percent of personnel in the sample perform one of two jobs: Life Support Equipment Maintenance and Inspection or Helmet and Oxygen Equipment Maintenance. These personnel perform the hands-on work at the Squadron and Wing level. Very small, specialized jobs, such as Pressure Suit Support and Protective Clothing, are also identified. Management and supervisory functions are performed by members of the Maintenance Supervision cluster and the Management and Administration cluster.
3. Career Ladder Progression: Personnel in the Aircrew Life Support career ladder show a typical pattern of career ladder progression. The 3- and 5-skill level personnel perform essentially a technical job. At the 7-skill level, first-line supervisors perform a mixture of technical and supervisory tasks. Nine-skill level personnel and Chief Enlisted Managers (CEMs) perform management, administration, and supply functions, as well as addressing equipment development and modification issues.
4. Training Analysis: A match of survey data to the AFSC 122X0 Specialty Training Standard (STS) identified six entries on the STS not supported by survey data. A similar match of data to the Plan of Instruction (POI) for the 3ABR12230 000 course revealed that 18 POI objectives are not supported. Career ladder functional managers and training personnel should carefully review these nonsupported STS and POI entries to justify their continued inclusion in the training documents.
5. Job Satisfaction Analysis: Overall, survey respondents are generally satisfied with their jobs. When compared to other direct support personnel surveyed in 1992, Aircrew Life Support personnel show higher job satisfaction. Compared to the 1984 survey, job satisfaction is about the same or higher. Personnel in the Aircrew Continuation Training and Management and Administration clusters are more satisfied with their jobs than members of the other jobs.
6. Implications: The identified structure for the AFSC 122X0 career ladder in the present survey is similar to that of the 1984 OSR. The AFR 39-1 job descriptions accurately describe the jobs and tasks performed by personnel at all skill levels, and job satisfaction is positive for the jobs identified. The overall analysis of the training documents suggests that only slight modifications to the STS are needed, while several areas of the POI require review.

**OCCUPATIONAL SURVEY REPORT (OSR)
AIRCREW LIFE SUPPORT CAREER LADDER
AFSC 122X0**

INTRODUCTION

This is a report of an occupational survey of the Aircrew Life Support career ladder conducted by the Occupational Analysis Flight, USAF Occupational Measurement Squadron. The HQ ATC Life Support Branch (DOTZ) requested this survey to project, plan, and develop Career Development Courses (CDCs), Specialty Training Standards (STs), and training for this career ladder. The last survey pertaining to this career ladder was published in June 1984.

Background

As described in the AFR 39-1 Specialty Descriptions for AFSC 12210/30/50, 3- and 5-skill level, members are responsible for inspecting and maintaining aircrew life support and aircrew chemical defense equipment; inspecting, maintaining, installing, and removing life support equipment on aircraft; issuing, fitting, and adjusting aircrew life support and chemical defense equipment; assisting aircrews to don, doff, and preflight pressure suits, antiexposure suits, and aircrew chemical defense equipment; conducting aircrew chemical defense decontamination and shelter processing; and instructing aircrews on purpose, operation, care, and use of equipment; chemical decontamination procedures, and bail out and ejection procedures.

In addition, 7-skill level members are also responsible for establishing performance standards; developing and supervising procedures; ensuring spare parts availability; controlling equipment issue; and inspecting functions, such as maintaining custodial receipt records and applicable maintenance and inspection forms and installing life support equipment aboard aircraft.

Nine-skill level members and Chief Enlisted Managers (CEMs) are responsible for determining facility, equipment, supply, and storage requirements for aircrew life support units; establishing liaison and coordinating with other organizations; advising other activities and higher headquarters on course curricula and life support manual preparation; and evaluating data involving equipment development and modification.

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Initial 3-skill level training for AFSC 122X0 personnel is provided through a 6-week, 1-day, Category A course taught at Sheppard AFB TX. The Apprentice Aircrew Life Support course, J3ABR12230-000, covers inspection, maintenance, fitting, and adjusting aircrew life support equipment and chemical defense ensembles, use of associated test equipment, and decontamination procedures. Entry into the career ladder currently requires an Armed Services Vocational Aptitude Battery (ASVAB) General score of 30 and an X factor of K (70 lbs).

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory, AFPT 90-122-956, dated February 1992. A tentative task list was prepared after reviewing pertinent career ladder publications and directives and tasks from the previous AFSC 122X0 OSR. The preliminary task list was refined and validated through personal interviews with 107 subject-matter experts (SMEs) representing a variety of major commands (MAJCOMs) at the following locations:

<u>BASE</u>	<u>REASON FOR VISIT</u>
Chanute AFB IL	Former Location of ATC Technical Training School
Dyess AFB TX	Operational Support and Airlift Squadrons
Seymour Johnson AFB NC	Operational Support and Tactical Fighter Squadrons
Travis AFB CA	Operational Support Squadron
Castle AFB CA	Operational Support Squadron
Hurlburt Field FL	Special Operations Wing
Pope AFB NC	Tactical Airlift Wing
Edwards AFB CA	Test Wing
Eglin AFB FL	Test Wing

Beale AFB CA

Operational Support Squadron and
Medical Group

Shaw AFB SC

Tactical Air Support and Fighter
Squadrons

Reese AFB TX

Undergraduate Pilot Training

Other personnel contacted included Air Force Military Personnel Center (AFMPC) classification personnel, functional and resource managers, and the Air Force functional manager.

The resulting job inventory contained 841 tasks grouped under 24 duty headings, with a background section requesting such information as grade, job title, time in present job, time in service, job satisfaction, equipment used or operated, and aircraft supported in performance of the incumbent's job.

Survey Administration

From June through November 1992, Military Personnel Flights at operational bases worldwide administered the inventory to eligible DAFSC 122X0 personnel. Members eligible for the survey consisted of the total assigned 3-, 5-, 7-, 9-skill level, and CEM population, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time inventories were administered to the field; and (4) personnel in their job less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Human Resources Directorate, Armstrong Laboratory.

Each individual who completed the inventory first filled in an identification and biographical information section and then checked each task performed in the member's current job. After checking all tasks performed, each individual then rated each task on a 9-point scale showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount of time spent) to 9 (very large amount spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of the member's time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time spent for each task.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across MAJCOMs and military grades. Table 1 reflects the distribution, by MAJCOM, of assigned AFSC 122X0 personnel as of April 1992. The 1,395 respondents in the final sample represent 60 percent of all assigned Aircrew Life Support personnel. Table 2 reflects the distribution by grade. As shown by both tables, the survey sample accurately reflects the overall AFSC 122X0 population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior Aircrew Life Support personnel (generally E-6 or E-7 technicians) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the job inventories. This information is used in a number of different analyses discussed in more detail within the report.

Task Difficulty (TD). TD is defined as an estimate of the length of time the average airman takes to learn how to perform the task. Forty experienced supervisors rated the difficulty of the tasks in the inventory using a 9-point scale ranging from 1 (easy to learn) to 9 (very difficult to learn). Interrater agreement for these 40 raters was acceptable. TD ratings are normally adjusted so tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00. Any task with a difficulty rating of 6.00 or greater is considered to be difficult to learn.

Training Emphasis (TE). TE is defined as the amount of structured training that first-enlistment personnel need to perform tasks successfully. Structured training is defined as training provided by resident technical schools, field training detachments, mobile training teams, formal on-the-job training, (OJT) or any other organized training method. Thirty-five experienced noncommissioned officers rated tasks in the inventory on a 10-point scale ranging from 0 (no TE required) to 9 (high TE required). Interrater agreement for the 35 raters was acceptable. The average TE rating is 2.30, with a standard deviation of 1.64. Tasks with a TE rating of 3.94 or greater are considered to have high TE.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting AFS entry-level jobs.

TABLE 1

122X0 MAJCOM DISTRIBUTION

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
ACC	70 (SAC,MAC,TAC)	39
AMC	31	
PACAF	6	8
AFMC	5 (AFLC,AFSC)	7
ATC	9	6
USAFE	6	5
AFSOC	3	3
Other*	1	1

Total Assigned as of April 1992: 2,330

Total Eligible for Survey: 2,092

Total in Sample: 1,395

Percent of Eligible in Sample: 67%

Percent of Assigned in Sample: 60%

* Includes Air Force Elements, Air University, USAFA, Space Command, ESC, AFRES, ANG, and AFMPC

TABLE 2
GRADE DISTRIBUTION OF AFSC 122X0

<u>GRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	29	29
E-4	27	27
E-5	25	25
E-6	10	10
E-7	6	6
E-8	2	2
E-9	1	1

*As of April 1992

SPECIALTY JOBS (Career Ladder Structure)

Each USAF Occupational Analysis begins with an examination of the career ladder structure. The structure of jobs within the Aircrew Life Support career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

Each individual in the sample performs a set of tasks called a job. An automated job clustering program organizes individual jobs into groups of jobs based on similarity of task responses. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program (CODAP) system for job analysis. Each individual job description (all the tasks performed by that individual and the relative amount of time spent on those tasks) in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system locates the two job descriptions with the most similar tasks and percent time ratings and combines them to form a composite job description. In successive stages, the system adds new members to initial groups, or forms new groups based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

The basic identifying group used in the hierarchical job structuring process is the Job. When there is a substantial degree of similarity between Jobs, they are grouped together and identified as a Cluster. Specialized Jobs too dissimilar to fit within a Cluster are labeled Independent Jobs (IJs). The job structure resulting from this grouping process (the various jobs within the career ladder) can be used to evaluate the accuracy of career ladder documents (AFR 39-1 Specialty Descriptions and STSs) and to gain a better understanding of current utilization patterns. The above terminology will be used in the discussion of the AFSC 122X0 career ladder structure.

Overview of Specialty Jobs

Based on the similarity of tasks performed and the amount of time spent performing each task, eight clusters and three independent jobs were identified within the survey sample. Figure 1 illustrates the division of jobs performed by Aircrew Life Support personnel. A listing of these clusters and jobs is provided below. Table 3 presents the relative time spent by respondents in each duty. Table 4 displays selected background information, such as DAFSC distribution across each group, predominant grades, average months in service (i.e., TAFMS), and average number of tasks performed. The stage (ST) number shown beside each title reference computer-printed information; the letter "N" stands for the number of personnel in each group.

AIRCREW LIFE SUPPORT JOBS

AFSC 122X0

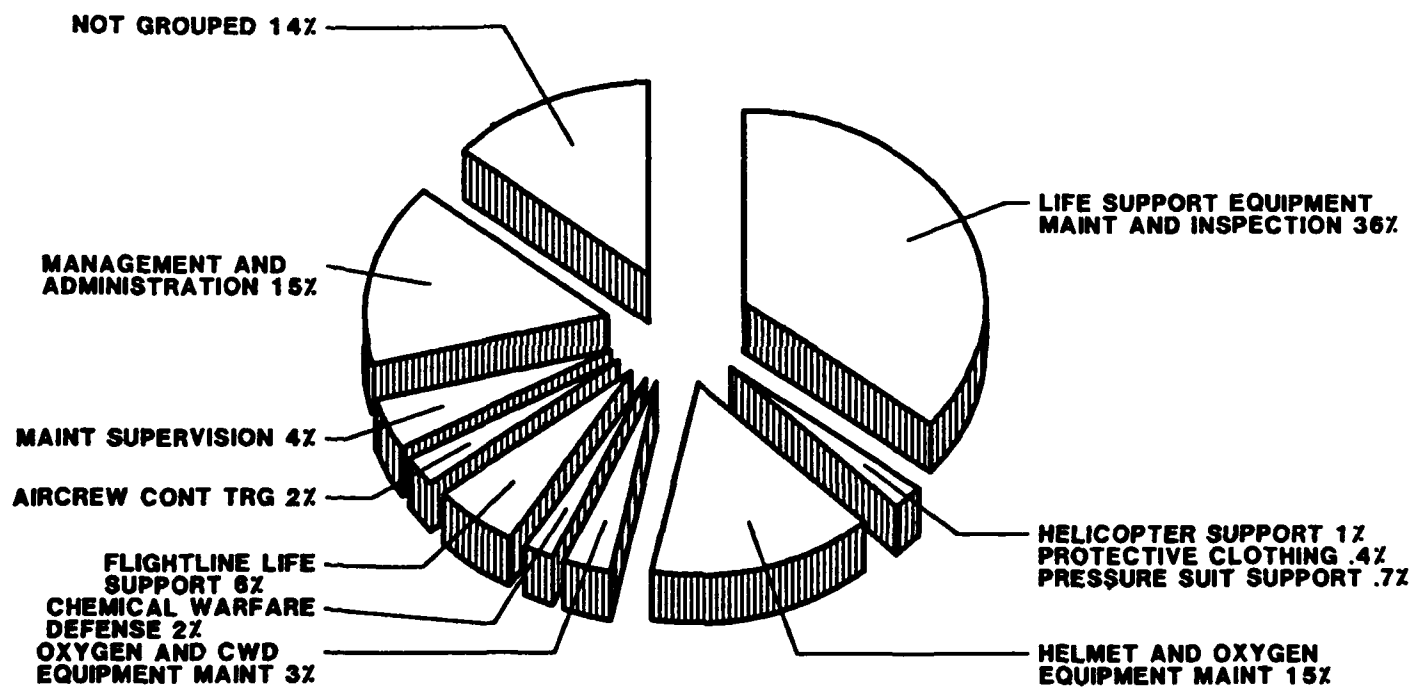


FIGURE 1

TABLE 3

DISTRIBUTION OF DUTY TIME SPENT BY MEMBERS OF CAREER LADDER
(RELATIVE PERCENT OF JOB TIME)

DUTIES	LS EQUIP AND INSP (ST183, N=500)	HELMET & OX EQUIP (GP41, N=210)	H/COPTER SUPPORT (ST450, N=14)	PROTECTIVE CLOTHING (ST286, N=6)	OX & CWD EQ MAINT (ST83, N=45)
A ORGANIZING AND PLANNING	5	2	5	4	5
B DIRECTING AND IMPLEMENTING	2	1	3	3	2
C INSPECTING AND EVALUATING	3	1	1	2	2
D TRAINING	2	1	2	1	3
E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	6	4	5	6	5
F PERFORMING AUTOMATED LIFE SUPPORT MANAGEMENT SYSTEM (ALSMS) ACTIVITIES	3	1	2	*	2
G PERFORMING GENERAL LIFE SUPPORT OPERATION AND TRAINING ACTIVITIES	9	9	11	7	16
H FITTING AND MAINTAINING AIRCREW PROTECTIVE CLOTHING	6	4	5	22	1
I FITTING AND MAINTAINING HELMETS	14	28	22	15	2
J FITTING AND MAINTAINING PARACHUTES AND ACCESSORIES	5	6	*	11	2
K FITTING AND MAINTAINING LIFE PRESERVERS	3	2	4	4	4
L MAINTAINING LIFERAFTS	2	1	3	1	4
M MAINTAINING AIRCREW CHEMICAL WARFARE DEFENSE (CWD) ENSEMBLES	3	2	5	4	6
N PERFORMING CONTAMINATION CONTROL AREA (CCA) ACTIVITIES	2	1	1	4	3
O MAINTAINING OXYGEN AND BREATHING EQUIPMENT	13	26	7	4	28
P MAINTAINING SURVIVAL KITS AND VESTS	10	6	13	6	3
Q MAINTAINING ELECTRONIC COMMUNICATIONS EQUIP, PYROTECHNIC SIGNALING DEVICES, AND WEAPONS	6	4	7	.3	5
R PERFORMING PARACHUTE TRAINING	1	1	*	1	1
S PERFORMING WATER SURVIVAL TRAINING	2	*	*	1	4
T PERFORMING EGRESS TRAINING	*	*	*	*	1
U MAINTAINING DEPLOYMENT AND CONTINGENCY PLAN LIFE SUPPORT EQUIPMENT	1	*	2	*	*
V DEVELOPING AND MODIFYING LIFE SUPPORT EQUIP	*	*	1	*	*
W PERFORMING PARACHUTE TESTING ACTIVITIES	*	*	*	*	*
X PERFORMING PRESSURE SUIT PHYSIOLOGICAL SUPPORT ACTIVITIES	*	*	*	*	*

*Denotes less than 1 percent

TABLE 3 (CONTINUED)

DISTRIBUTION OF DUTY TIME SPENT BY MEMBERS OF CAREER LADDER
(RELATIVE PERCENT OF JOB TIME)

DUTIES	CHEMICAL WAR DEF (ST43, (N=28)	FLTLNE LIFESUP (ST52, (N=80)	PRESSURE SUITSUP (ST332, (N=10)	AIRCREW CONT TRG (ST116, (N=34)	MAINT SPRVSN (GP42, (N=61)	MGMT & ADMIN (ST36, (N=216)
A ORGANIZING AND PLANNING	9	5	3	6	13	24
B DIRECTING AND IMPLEMENTING	5	3	2	3	9	13
C INSPECTING AND EVALUATING	3	3	2	3	8	17
D TRAINING	5	2	1	11	6	8
E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	7	7	4	5	8	20
F PERFORMING AUTOMATED LIFE SUPPORT MANAGEMENT SYSTEM (ALSMS) ACTIVITIES	5	2	*	1	3	2
G PERFORMING GENERAL LIFE SUPPORT OPERATION AND TRAINING ACTIVITIES	11	14	9	16	12	4
H FITTING AND MAINTAINING AIRCREW PROTECTIVE CLOTHING	*	1	2	1	1	1
I FITTING AND MAINTAINING HELMETS	2	4	4	2	7	1
J FITTING AND MAINTAINING PARACHUTES AND ACCESSORIES	*	12	7	1	4	*
K FITTING AND MAINTAINING LIFE PRESERVERS	1	5	1	1	3	*
L MAINTAINING LIFE RAFTS	*	4	2	1	1	*
M MAINTAINING AIRCREW CHEMICAL WARFARE DEFENSE (CWD) ENSEMBLES	39	1	*	2	2	1
N PERFORMING CONTAMINATION CONTROL AREA (CCA) ACTIVITIES	6	1	*	5	1	1
O MAINTAINING OXYGEN AND BREATHING EQUIPMENT	2	14	4	2	16	2
P MAINTAINING SURVIVAL KITS AND VESTS	*	13	11	2	3	1
Q MAINTAINING ELECTRONIC COMMUNICATIONS EQUIP PYROTECHNIC SIGNALING DEVICES AND WEAPONS	1	7	5	4	2	1
R PERFORMING PARACHUTE TRAINING	*	*	1	13	*	1
S PERFORMING WATER SURVIVAL TRAINING	2	1	*	16	*	1
T PERFORMING EGRESS TRAINING	*	*	1	4	*	*
U MAINTAINING DEPLOYMENT AND CONTINGENCY PLAN LIFE SUPPORT EQUIPMENT	1	1	*	*	1	1
V DEVELOPING AND MODIFYING LIFE SUPPORT EQUIP	*	*	*	1	*	1
W PERFORMING PARACHUTE TESTING ACTIVITIES	*	*	*	*	*	*
X PERFORMING PRESSURE SUIT PHYSIOLOGICAL SUPPORT ACTIVITIES	*	*	41	*	*	*

*Denotes less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	LS EQUIP & INSP (ST183)	HELMET & OX EQUIP (GP41)	H'COPTER SUPPORT (ST450)	PROTECTIVE CLOTHING (ST286)	OX & CWD EQ MAINT (ST83)
NUMBER IN GROUP	500	210	14	6	45
PERCENT OF SAMPLE	36%	15%	1%	<1%	3%
PERCENT IN CONUS	77%	94%	86%	100%	73%
DAFSC DISTRIBUTION (PERCENT)					
12230	28%	50%	29%	17%	24%
12250	59%	48%	71%	83%	69%
12270	12%	2%	0%	0%	7%
12290	0%	0%	0%	0%	0%
12200	0%	0%	0%	0%	0%
PREDOMINANT GRADE(S)	E-4, E-5	E-3, E-4	E-4, E-5	E-4	E-4, E-5
AVERAGE TICF (MOS)	75	41	63	103	78
AVERAGE TAFMS (MOS)	85	46	67	104	85
PERCENT IN FIRST ENLISTMENT	39%	68%	42%	34%	31%
PERCENT SUPERVISING	48%	22%	43%	50%	33%
AVERAGE NUMBER OF TASKS PERFORMED	221	90	153	118	113

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	CHEMICAL WAR DEF (ST43)	FLTLNE LIFE SUP (ST52)	PRESSURE SUIT SUP (ST332)	AIRCREW CONT TRG (ST116)	MAINT SPRVSION (GP42)	MGMT & ADMIN (ST36)
NUMBER IN GROUP	28	80	10	34	61	216
PERCENT OF SAMPLE	2%	6%	<1%	2%	4%	15%
PERCENT IN CONUS	89%	81%	90%	85%	97%	80%
DAFSC DISTRIBUTION (PERCENT)						
12230	36%	39%	50%	9%	8%	4%
12250	50%	61%	30%	79%	80%	21%
12270	14%	0%	20%	9%	11%	57%
12290	0%	0%	0%	3%	0%	14%
12200	0%	0%	0%	0%	0%	4%
PREDOMINANT GRADE(S)	E-5, E-4	E-4, E-3	E-3, E-4, E-5	E-5, E-6	E-5	E-7, E-6
AVERAGE TICF (MOS)	71	56	68	93	90	173
AVERAGE TAFMS (MOS)	77	62	76	98	106	184
PERCENT IN FIRST ENLISTMENT	43%	50%	60%	18%	12%	2%
PERCENT SUPERVISING	54%	51%	40%	56%	90%	82%
AVERAGE NUMBER OF TASKS PERFORMED	62	119	142	133	130	139

- I. LIFE SUPPORT EQUIPMENT MAINTENANCE AND INSPECTION CLUSTER (ST183, N=500)
- II. HELMET AND OXYGEN EQUIPMENT MAINTENANCE CLUSTER (GP41, N=210)
- III. HELICOPTER SUPPORT JOB (ST450, N=14)
- IV. PROTECTIVE CLOTHING JOB (ST286, N=6)
- V. OXYGEN AND CHEMICAL WARFARE DEFENSE (CWD) EQUIPMENT MAINTENANCE CLUSTER (ST83, N=45)
- VI. CHEMICAL WARFARE DEFENSE CLUSTER (ST43, N=28)
- VII. FLIGHTLINE LIFE SUPPORT CLUSTER (ST52, N=80)
- VIII. PRESSURE SUIT SUPPORT JOB (ST332, N=10)
- IX. AIRCREW CONTINUATION TRAINING CLUSTER (ST116, N=34)
- X. MAINTENANCE SUPERVISION CLUSTER (GP42, N=61)
- XI. MANAGEMENT AND ADMINISTRATION CLUSTER (ST36, N=216)

Group Descriptions

The following paragraphs contain brief descriptions of the eight clusters and three individual jobs identified through the career ladder structure analysis. The Appendix lists representative tasks for each cluster and individual job.

I. LIFE SUPPORT EQUIPMENT MAINTENANCE AND INSPECTION CLUSTER (ST183). The 500 members performing these jobs represent 36 percent of the total survey sample. Members of this cluster of jobs maintain, inspect, transport, inventory, and store the full range of equipment of the career ladder. This includes helmets, oxygen masks, survival kits and vests, pyrotechnics, electronic signaling equipment, life rafts and preservers, protective clothing, torso harnesses, parachutes, and consolidated tool kits (CTKs). Representative tasks of this job include:

- perform thermoplastic liner (TPL) operations
- perform functional tests of oxygen masks
- assemble or disassemble survival kits
- inspect and test electronic signaling equipment
- transport life support equipment to or from flightlines
- store life support equipment

The two main variations within this cluster differ by the amount of supervisory work performed. About one-fourth of the personnel performing maintenance and inspection work are also doing supervisory tasks, such as planning or scheduling work assignments, determining work priorities, supervising 5-skill level personnel, writing EPRs, implementing quality assurance programs, and conducting self-inspections.

A majority of personnel who perform maintenance and inspection work are in the grades of E-4 and E-5 and report an average of 7 years' Total Active Federal Military Service (TAFMS). Thirty-nine percent are in their first enlistment, and 59 percent report holding the 5-skill level. Three-fourths are assigned in the Continental United States (CONUS).

II. HELMET AND OXYGEN EQUIPMENT MAINTENANCE CLUSTER (GP41).

The 210 members of this cluster of jobs represent 15 percent of the total survey sample. Their work has a more narrow scope than that of the Maintenance and Inspection cluster, primarily consisting of tasks involving helmets and oxygen equipment. Members of the Maintenance and Inspection cluster perform an average of 221 tasks; whereas, these members average only 90 tasks in their work. The majority of these members report working in the helmet section of their squadrons. Representative tasks of this job include:

- build up helmets from shells
- perform maintenance on protective helmets
- remove, replace, or install helmet visor assemblies
- perform periodic inspections of oxygen mask connectors
- repair oxygen masks
- test oxygen mask intercommunication systems

Within this cluster, members of the Helmets and Masks variation spend approximately 66 percent of their time performing helmet and oxygen tasks. They average 97 tasks performed. The General Equipment variation, which averages 105 tasks performed, has a broader scope of work. They spend more time on tasks involving anti-G suits, survival kits, life preservers, parachutes, torso harnesses, and personal locator beacons (PLBs). The Apprentice variation has a narrower scope of work, averaging 47 tasks performed. Most of these airmen hold the 3-skill level and spend the majority of their time on helmet and oxygen tasks.

This cluster includes the most junior personnel among the clusters and jobs identified in the job structure analysis. Most performing these jobs are in the grades of E-2 and E-3 and report an average of 46 months' TAFMS. Sixty-eight percent are in their first enlistment, and half report holding the 3-skill level. Ninety-four percent of the group is assigned in the CONUS.

III. HELICOPTER SUPPORT JOB (ST450). The 14 members of this job support helicopter operations. Much of their work is comprised of tasks involving helmets, night vision goggles (NVGs), survival kits and vests, helicopter emergency egress devices (HEEDs), CWD ensembles, and life preservers. This work supports air rescue and special operations squadrons. Representative tasks of this job include:

- perform periodic inspections of helmet NVGs
- perform prior-to-issue inspections of helmets
- perform preflight inspections of HEEDs
- purge, refill, and top off HEEDs
- tie in survival kit or vest components
- inspect and test strobe lights
- remove, replace, on install ammunition or pyrotechnics in survival kits or vests

Members in the Helicopter Support job average 5-1/2 years' TAFMS, and the majority are in the grades of E-4 and E-5. Eighty-six percent of these personnel are assigned in the CONUS.

IV. PROTECTIVE CLOTHING JOB (ST286). Among the clusters and jobs identified in the career ladder, this job has the fewest members. They perform tasks primarily related to anti-G suits and anti-exposure suits, while also maintaining and inspecting helmets, torso harnesses, survival vests, and personnel lowering devices (PLDs). Representative tasks of this job include:

- coordinate alterations of aircrew member protective clothing with appropriate agencies
- perform preflight inspections of anti-G suits
- perform periodic inspections of anti exposure suits
- prepare anti-exposure suits for storage, mobility, or contingency
- size anti-G suits
- perform routine inspections of torso harnesses

Half of these personnel are staff sergeants, and the others are in the grades of E-3 and E-4. They average 8-1/2' years TAFMS. All are assigned to ACC in the CONUS.

V. OXYGEN AND CHEMICAL WARFARE DEFENSE (CWD) EQUIPMENT MAINTENANCE CLUSTER (ST83). Like the Life Support Maintenance and Inspection cluster, this cluster involves a broad range of duties. However, unlike the Maintenance and Inspection cluster, fitting and maintaining helmets is a very small part of the work. Sixty-two percent of members in this cluster report they do not maintain helmets at all. Most of their time is spent on tasks involving oxygen and breathing equipment, CWD ensembles, and operations, training, administrative, and supply activities. Representative tasks of this job include:

- perform functional tests of oxygen masks
- perform periodic inspections of oxygen masks
- perform periodic inspections of quick-don assemblies
- assemble, inspect, and pack components of aircrew CWD ensembles
- issue CWD ensembles
- transport life support equipment to or from flightlines
- remove, replace, or install life preservers in aircraft

In addition to the main job within this cluster, there are also two small variations of six members each. Neither perform many CWD tasks. Members of one variation conduct some water survival training, spending 11 percent of their time performing tasks in Duty S, Performing Water Survival Training. Members of the other variation perform several tasks involving life rafts and life preservers.

Overall, these personnel average 7 years' TAFMS, and the majority are in the grades of E-4 and E-5. Sixty-nine percent report holding the 5-skill level. Seventy-three percent are assigned in the CONUS.

VI. CHEMICAL WARFARE DEFENSE CLUSTER (ST43). The 28 members of this job maintain, inspect, issue, store, and inventory CWD ensembles. Their job also includes assisting aircrew members in donning or doffing CWD ensembles and conducting aircrew shelter processing. They perform many of the same tasks as members of the Oxygen and CWD Equipment Maintenance cluster; however, they average only 62 tasks, about half that of the prior cluster. Also, this work includes very little time spent maintaining oxygen and breathing equipment. Representative tasks of this job include:

- assemble, inspect, and pack components of aircrew CWD ensembles
- issue CWD training equipment
- maintain CWD training equipment
- perform postflight inspections of CWD equipment
- repair or modify CWD ensembles

The CWD cluster has two variations: junior personnel doing mostly technical tasks and mid-grade personnel doing technical tasks and supervisory/training tasks. Members of the cluster report an average of 6 1/2 years active military service. One is a technical sergeant, 12 are staff sergeants, and the rest are airmen. Nineteen of the twenty-eight are assigned to AMC. Eighty-nine percent are assigned in the CONUS.

VII. FLIGHTLINE LIFE SUPPORT CLUSTER (ST52). The 80 members of this cluster represent 6 percent of the total survey sample. This cluster involves transportation of equipment to and from aircraft, in-aircraft maintenance, and installation and inspection of a broad range of equipment. This equipment includes parachutes, life preservers, life rafts, survival kits or vests, oxygen masks, and electronic signalling equipment. Representative tasks of this job include:

- preposition life support equipment in aircraft
- transport life support equipment to or from flightlines
- perform minor maintenance on life support equipment in aircraft
- perform operator maintenance on flightline vehicles
- remove, replace, or install life preservers in aircraft
- inspect markings on life rafts
- inspect and test strobe lights

Two-thirds of the members of this cluster selected Flightline Supervisor or Flightline Technician as their job title. These represent two of the three variations within the cluster. The more senior personnel focus on supervisory tasks, as well as pyrotechnic and survival kit tasks. The junior personnel concentrate more on tasks involving passenger oxygen kits, oxygen masks, and quick-don assemblies. The third variation spends more time on protective clothing kits, survival vests, and parachutes.

Members of this cluster have an average TAFMS of 5 years, and 60 percent are in the grades of E-3 or E-4. Eighty-one percent are assigned in the CONUS.

VIII. PRESSURE SUIT SUPPORT JOB (ST332). This job consists primarily of tasks from Duty X, Performing Pressure Suit Physiological Support Activities. From cleaning and shipping to troubleshooting and repairing, this job involves every facet of pressure suit support. Additional tasks include work on seat kits, parachutes, emergency radio equipment, and survival kits. Representative tasks of this job include:

- repair pressure suits
- assist aircrew members in donning or doffing pressure suit assemblies
- isolate pressure helmet oxygen regulator malfunctions
- maintain pressure suit test equipment
- remove, replace, or install pressure suit components

There personnel average 6-1/4 years' TAFMS, and 9 of the 10 are located in the CONUS. All are assigned to ACC. They range in grade from E-2 to E-6.

IX. AIRCREW CONTINUATION TRAINING CLUSTER (ST116). The 34 members of this job instruct survival techniques, use of survival equipment, and parachute procedures at 26 bases in the CONUS and overseas. The job also includes maintaining training equipment and developing lesson plans. Representative tasks of this job include:

- instruct life raft configurations for protection from elements
- instruct operation and use of life preservers
- instruct operation and use of water procurement devices
- instruct parachute landing water entry procedures
- brief aircrew members on purpose, operation, or care of individual flying equipment
- conduct classroom instruction on use and care of oxygen equipment

The two variations within this cluster differ in the scope of work. About half the members of the cluster average 81 tasks, while the other half averages 194 tasks. Members of the broader variation perform more tasks involving pyrotechnics, survival kits, life rafts, oxygen masks, and supervisory duties. Overall, these personnel average 8 years' TAFMS. Half are in grades E-3 or E-4, and half are in grades E-5 or E-6. Eighty-five percent are assigned in the CONUS.

X. MAINTENANCE SUPERVISION CLUSTER (GP42). The 61 members of this cluster spend approximately 36 percent of their time performing tasks in the supervisory and training duties (A-D). This work also includes storing, inventorying, transporting, and pre-positioning life support equipment. Maintenance and inspection of oxygen masks, smoke masks, and quick-don assemblies comprise approximately 16 percent of time spent by members of the cluster. Representative tasks of this job include:

- determine or establish work priorities
- establish performance standards for subordinates
- supervise Aircrew Life Support Specialists (AFSC 12250)
- conduct OJT
- remove, replace, or install life preservers in aircraft
- perform postflight inspections of oxygen masks

Of the two variations within this cluster, one centers on flightline supervision. Work includes transporting equipment to or from flightlines, pre-positioning equipment in aircraft, and training personnel on operation of flightline vehicles. Members of the second variation work in the helmet section of their squadrons performing technical tasks in addition to supervisory responsibilities.

Members of the Maintenance Supervision cluster average 8-3/4 years' TAFMS, and the majority are staff sergeants. Ninety percent report supervising one or more airmen. Eighty percent hold the 5-skill level, and 97 percent are assigned in the CONUS.

XI. MANAGEMENT AND ADMINISTRATION CLUSTER (ST36). The 216 members of this cluster represent 15 percent of the total survey sample. They spend approximately 62 percent of their time performing tasks in the supervisory and training duties (A-D), twice as much time as spent by the Maintenance Supervision cluster. Members of this cluster perform tasks related to shop management, the supply system, quality assurance, and inspections automation. Representative tasks of this job include:

- coordinate drafts of regulations or manuals with appropriate agencies
- coordinate supply or equipment requirements with equipment management officers (EMOs)
- determine or establish logistics requirements, such as personnel, space, equipment, tools, or supplies
- establish organizational policies, such as operating instructions (OIs) or standing operating procedures (SOPs)

interpret policies, directives, or procedures for subordinates
evaluate quality control procedures
review technical order changes, supplements, or revisions

The majority of members in this cluster are Superintendents and NCOICs, most of who are technical sergeants and master sergeants. Four small variations were also identified. Many of the Supply Custodians are staff sergeants performing tasks such as maintaining supply records, reviewing CA/CRLs, processing DIFM items, and writing letters of justification for supply-related matters. Members of another variation perform quality assurance tasks, such as writing inspection reports and evaluating quality control procedures. Members of the third variation spend almost one-third of their time performing Automated Life Support Management System tasks. Members of the fourth variation, three of who are chief master sergeants, work as Command Life Support Managers. Their work includes drafting recommendations of policy changes in personnel or equipment and reviewing drafts of regulations, manuals, or other directives.

This cluster includes the most senior personnel among the clusters and jobs identified in the job structure analysis. The majority are technical sergeants and master sergeants, and they average 15-1/2 years' TAFMS. Fifty-seven percent report holding the 7-skill level. Eighty percent are assigned in the CONUS.

Comparison of Current Job Structure to Previous Study

The results of the specialty job analysis were compared to the previous OSR, dated June 1984. Table 5 lists the major jobs identified in the 1993 report and their equivalent jobs from the 1984 OSR. A review of the jobs performed by the current sample indicates that most 1993 jobs were matched directly to similar jobs identified in the 1984 report. Two jobs in the current study, Helicopter Support and Protective Clothing, were too specialized for a direct match. Several small, specialized jobs from the previous study are encompassed within clusters identified in the current study. These include Survival Kit Maintenance, Inspection & Documentation, Life Support Orientation, Quality Control, Supply & Storage, and Equipment Resource Monitors. These differences reflect changes in the task inventory and the use of task clustering; they do not indicate the addition or deletion of job functions. Overall, the job structure of the Aircrew Life Support career ladder has not changed.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may be used to

TABLE 5

SPECIALTY JOBS COMPARISON BETWEEN CURRENT AND 1984 SURVEYS

CURRENT SURVEY (N=1,395)	PERCENT OF SAMPLE	1984 SURVEY (N=1,473)	PERCENT OF SAMPLE
I. LIFE SUPPORT EQUIPMENT MAINTENANCE & INSPECTION PERSONNEL CLUSTER (N=411)	36	GENERAL SHOP LIFE SUPPORT CLUSTER (N=500)	28
		SURVIVAL KIT MAINTENANCE PERSONNEL (N=52)	4
		LIFE SUPPORT EQUIPMENT INSP & DOC PERSONNEL (N=10)	7
II. HELMET & OXYGEN EQUIPMENT MAINTENANCE CLUSTER (N=210)	15	HELMET & OXYGEN MAINTENANCE PERSONNEL (N=229)	16
		OXYGEN EQUIPMENT MAINTENANCE PERSONNEL (N=22)	1
III. HELICOPTER SUPPORT JOB (N=14)	1		
IV. PROTECTIVE CLOTHING JOB (N=6)	<1		
V. OXYGEN AND CWD EQUIPMENT MAINTENANCE CLUSTER (N=45)	3	CHEMICAL WARFARE DEFENSE EQUIPMENT SHOP PERSONNEL (N=16)	1
VI. CHEMICAL WARFARE DEFENSE CLUSTER (N=28)	2	CHEMICAL WARFARE DEFENSE LIFE SUPPORT CLUSTER (N=20)	1
VII. FLIGHTLINE LIFE SUPPORT CLUSTER (N=80)	6	FLIGHTLINE LIFE SUPPORT CLUSTER (N=95)	6
		LIFE SUPPORT ORIENTATION CLUSTER (N=68)	5

evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect what career ladder personnel are actually doing in the field.

A comparison of the duty and task performance between personnel at the 3-skill level and 5-skill level indicates that, while there are some minor differences, by and large, the jobs they perform are essentially the same. Therefore, they will be discussed as a combined group. Similarly, 9-skill level and CEM personnel will be discussed as a combined group.

The distribution of skill-level groups across the career ladder jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups.

A typical pattern of progression is noted within the Aircrew Life Support career ladder, with personnel at the lower skill levels spending most of their time on technical tasks. More relative time is spent on duties involving supervisory, managerial, and administrative tasks (see Table 7, Duties A, B, C, D, and E) as they move upward to the 7-skill level. Nine-skill level personnel and CEMs perform primarily management and administrative tasks, while also being involved with the development and modification of life support equipment.

Skill-Level Descriptions

DAFSCs 12230/50. The 1,122 airmen in the 3- and 5-skill level group (representing 80 percent of the survey sample) perform an average of 138 tasks, with 129 tasks accounting for approximately 50 percent of their time. As shown in Table 6, 57 percent of these airmen are in two clusters: Life Support Equipment Maintenance and Inspection and Helmet and Oxygen Equipment Maintenance. They spend approximately 16 percent of their time maintaining oxygen and breathing equipment and 13 percent fitting and maintaining helmets (see Table 7).

Examples of tasks likely to be performed by 3- and 5-skill level personnel include: perform periodic inspections of helmets and clean and disinfect oxygen masks. Table 8 displays selected representative tasks performed by a majority of these airmen.

DAFSC 12270. Seven-skill level personnel represent 16 percent of the survey sample and perform an average of 185 tasks, with 115 tasks accounting for 50 percent of their relative job time. Forty percent of their relative job time is spent on tasks in supervisory, managerial, and training duties, with 14 percent dedicated to administrative and supply functions (see Table 7). Fifty-four percent of these members are in the Management and Administration cluster, and 27 percent are in the Life Support Equipment Maintenance and Inspection cluster. Table 9 lists representative tasks for these incumbents and shows these senior personnel are involved with personnel actions, coordinating with other agencies, and establishing and interpreting policies and procedures. Less than half perform technical tasks, such as inspecting oxygen masks or performing communications checks of helmets.

TABLE 6

DISTRIBUTION OF SKILL-LEVEL PERSONNEL
ACROSS CAREER LADDER JOBS

<u>JOBS</u>	3/5-SKILL LEVEL (N=1,122)	7-SKILL LEVEL (N=228)	9-SKILL LEVEL/CEM (N=45)
I. LIFE SUPPORT EQUIPMENT MAINTENANCE AND INSPECTION	39%	27%	0%
II. HELMET AND OXYGEN EQUIPMENT MAINTENANCE	18%	2%	0%
III. HELICOPTER SUPPORT	1%	0%	0%
IV. PROTECTIVE CLOTHING	1%	0%	0%
V. OXYGEN AND CWD EQUIPMENT MAINTENANCE	4%	1%	0%
VI. CHEMICAL WARFARE DEFENSE	2%	2%	0%
VII. FLIGHTLINE LIFE SUPPORT	7%	0%	0%
VIII. PRESSURE SUIT SUPPORT	1%	1%	0%
IX. AIRCREW CONTINUATION TRAINING	3%	1%	2%
X. MAINTENANCE SUPERVISION	5%	3%	0%
XI. MANAGEMENT AND ADMINISTRATION	5%	54%	87%
NOT GROUPED	14%	9%	11%

TABLE 7

RELATIVE PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC GROUPS

DUTIES	3/5-SKILL LEVEL (N=1,122)	7-SKILL LEVEL (N=228)	9-SKILL LEVEL/CEM (N=45)
A ORGANIZING AND PLANNING	6	20	25
B DIRECTING AND IMPLEMENTING	3	11	14
C INSPECTING AND EVALUATING	3	12	23
D TRAINING	3	7	7
E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	7	14	17
F PERFORMING AUTOMATED LIFE SUPPORT MANAGEMENT SYSTEM (ALSMS) ACTIVITIES	2	3	1
G PERFORMING GENERAL LIFE SUPPORT OPERATION AND TRAINING ACTIVITIES	11	6	3
H FITTING AND MAINTAINING AIRCREW PROTECTIVE CLOTHING	4	2	*
I FITTING AND MAINTAINING HELMETS	13	4	*
J FITTING AND MAINTAINING PARACHUTES AND ACCESSORIES	5	1	*
K FITTING AND MAINTAINING LIFE PRESERVERS	3	1	*
L MAINTAINING LIFE RAFTS	2	1	*
M MAINTAINING AIRCREW CHEMICAL WARFARE DEFENSE (CWD) ENSEMBLES	3	1	*
N PERFORMING CONTAMINATION CONTROL AREA (CCA) ACTIVITIES	2	2	1
O MAINTAINING OXYGEN AND BREATHING EQUIPMENT	16	5	*
P MAINTAINING SURVIVAL KITS AND VESTS	8	3	*
Q MAINTAINING ELECTRONIC COMMUNICATIONS EQUIP, PYROTECHNIC SIGNALING DEVICES, AND WEAPONS	5	2	*
R PERFORMING PARACHUTE TRAINING	1	1	2
S PERFORMING WATER SURVIVAL TRAINING	2	1	1
T PERFORMING EGRESS TRAINING	*	*	1
U MAINTAINING DEPLOYMENT AND CONTINGENCY PLAN LIFE SUPPORT EQUIPMENT	1	1	*
V DEVELOPING AND MODIFYING LIFE SUPPORT EQUIP	*	1	5
W PERFORMING PARACHUTE TESTING ACTIVITIES	*	*	*
X PERFORMING PRESSURE SUIT PHYSIOLOGICAL SUPPORT ACTIVITIES	*	*	*

*Denotes less than 1 percent

TABLE 8
REPRESENTATIVE TASKS PERFORMED BY
3- AND 5-SKILL LEVEL PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=1,122)</u>
O493 Clean and disinfect oxygen masks	76
G286 Store life support equipment	71
I327 Clean helmets	69
I324 Adjust chin straps or nape straps on helmets	69
I355 Perform periodic inspections of helmets	68
G290 Transport life support equipment to or from flightlines	66
I343 Perform communications checks of helmets	66
I368 Remove, replace, or install helmet chin straps or nape traps	66
O489 Adjust oxygen masks	66
E159 Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	65
G285 Stencil or etch identification numbers on life support equipment	65
O528 Perform postflight inspections of oxygen masks	64
P629 Tie bowline knots	64
G275 Inventory life support equipment	63
I369 Remove, replace, or install helmet ear cups	63
I326 Build up helmets from shells	62
I362 Perform thermoplastic liner (TPL) operations	62
G291 Transport life support equipment to or from various agencies for inspections or repairs	59
O557 Size and fit oxygen masks	59
G283 Preposition life support equipment in aircraft	58
I344 Perform maintenance on protective helmets	58
I356 Perform postflight inspections of helmets	58
Q642 Inspect pyrotechnics	58
Q648 Inspect and test strobe lights	58
O506 Perform functional tests of oxygen masks	56

TABLE 9
REPRESENTATIVE TASKS PERFORMED BY
7-SKILL LEVEL PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=228)</u>
B52 Counsel personnel on personal or military-related matters	84
C111 Write EPRs	84
C82 Conduct self-inspections	82
A26 Establish performance standards for subordinates	81
A2 Assign personnel to duty positions or work crews	79
A8 Coordinate life support work requirements with appropriate sections or agencies	79
C81 Conduct performance feedback worksheet (PFW) evaluation sessions	79
A18 Determine or establish work priorities	77
A45 Schedule personnel for leave, temporary duty (TDY), or passes	77
C113 Write recommendations for awards or decorations	76
B70 Interpret policies, directives, or procedures for subordinates	75
C93 Evaluate personnel for compliance with performance standards or technical orders	75
C107 Inspect personnel for compliance with military standards	75
A13 Coordinate self-inspection programs with appropriate agencies	74
B50 Conduct supervisory orientations of newly assigned personnel	74
B62 Implement quality assurance programs	74
B74 Supervise Aircrew Life Support Specialists (AFSC 12250)	74
A25 Establish organizational policies, such as operating instructions (OIs) or standing operating procedures (SOPs)	72
A34 Establish work methods, controls, or procedures	72
A46 Schedule work assignments or priorities	71
A16 Determine or establish logistics requirements, such as personnel, space, equipment, tools, or supplies	70
A27 Establish procedures for accountability of equipment, tools, or supplies	70
A35 Establish work schedules	70
A43 Plan work assignments or priorities	69
B68 Initiate actions required due to substandard performance of personnel	68

Tasks that best distinguish the 7-skill level personnel from their more junior counterparts are presented in Table 10. As expected, the key difference is a greater emphasis on supervisory functions for 7-skill level airmen.

DAFSC 12290 and CEMs. These personnel represent 3 percent of the survey sample and perform an average of 107 tasks, with 61 tasks accounting for 50 percent of their relative job time. Sixty-nine percent of their job time is spent on tasks in supervisory, managerial, and training duties, with 17 percent dedicated to administrative and supply functions (see Table 7). Eighty-seven percent of these members are in the Management and Administration cluster. Some of their representative tasks, listed in Table 11, include reviewing drafts of regulations, manuals, or other directives, evaluating inspection reports, and drafting budget requirements.

Tasks that best distinguish the 9-skill level and CEM personnel from 7-skill level personnel are presented in Table 12. As shown, the more senior personnel are less involved with supervision and OJT and more involved with evaluating policy and equipment modifications.

Summary

Normal career ladder progression within the Aircrew Life Support career ladder is evident, with personnel at the 3- and 5-skill levels spending the vast majority of their job time performing technical tasks. A shift toward supervisory functions occurs at the 7-skill level and 9-skill level, and CEM personnel address issues of policy and equipment.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data were compared to the AFR 39-1 Specialty Descriptions for Aircrew Life Support Specialists and Technicians, dated 15 March 1991. The descriptions for the 3-, 5-, and 7-skill levels were generally accurate, depicting the highly technical aspect of the job, as well as the increase in supervisory responsibilities previously described in the DAFSC analysis. The descriptions also capture the primary responsibilities of members in 10 of the 11 jobs identified by the job structure analysis process. However, several items of equipment used by members of the Helicopter Support job and, to a lesser extent other jobs, are not included or described vaguely. Night vision goggles and helicopter emergency egress devices are not listed in the descriptions; personal locator beacons, strobe lights, emergency radio equipment, and pyrotechnics are referred to as "escape systems and associated life support equipment." Otherwise, specialty descriptions accurately depict work performed in this career ladder.

TABLE 10

REPRESENTATIVE TASK DIFFERENCES BETWEEN
3-5-SKILL LEVEL AND 7-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 12230/50 (N=1,122)	DAFSC 12270 (N=228)	DIFFERENCE
G285 Stencil or etch identification numbers on life support equipment	65	35	30
L443 Inspect markings on life rafts	50	22	28
I327 Clean helmets	69	42	27
I326 Build up helmets from shells	62	36	26
I369 Remove, replace, or install helmet ear cups	63	37	26
O493 Clean and disinfect oxygen masks	76	50	26
I368 Remove, replace, or install helmet chin straps or nape straps	66	40	26
P629 Tie bowline knots	64	39	25
I355 Perform periodic inspections of helmets	68	43	25
I324 Adjust chin straps or nape straps on helmets	69	44	25
A45 Schedule personnel for leave, temporary duty (TDY), or passes	16	77	-61
C113 Write recommendations for awards or decorations	15	76	-61
A13 Coordinate self-inspection programs with appropriate agencies	13	74	-61
A3 Assign sponsors for newly assigned personnel	9	67	-58
C82 Conduct self-inspections	25	82	-57
A25 Establish organizational policies, such as operating instructions (OIs) or standing operating procedures (SOPs)	15	72	-57
B75 Supervise Aircrew Life Support Supervisors (AFSC 12270)	4	61	-57
A44 Review drafts of regulations, manuals, or other directives	12	68	-56
B70 Interpret policies, directives, or procedures for subordinates	20	75	-55
B50 Conduct supervisory orientations of newly assigned personnel	19	74	-55

TABLE 11

**REPRESENTATIVE TASKS PERFORMED BY
9-SKILL LEVEL/CEM PERSONNEL**

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=45)</u>
A6 Coordinate drafts of regulations or manuals with appropriate agencies	91
B49 Conduct staff meetings or briefings	80
A44 Review drafts of regulations, manuals, or other directives	80
C99 Evaluate self-inspection programs or checklists	78
A36 Monitor time compliance technical order (TCTO) modifications	78
A17 Determine or establish publications requirements	76
C113 Write recommendations for awards or decorations	76
E215 Review technical order changes, supplements, or revisions	73
A20 Develop self-inspection program checklists	73
C85 Evaluate deficiency, service, or status reports, such as materiel deficiency reports (MDRs)	73
C100 Evaluate suggestions	73
C97 Evaluate reports of unsatisfactory life support equipment	73
E178 Maintain administrative files	71
B52 Counsel personnel on personal or military-related matters	71
C87 Evaluate inspection reports	71
C114 Write replies to inspection reports	71
A21 Draft budget requirements	71
B58 Draft recommendations of policy changes in personnel or equipment	69
C111 Write EPRs	69
C107 Inspect personnel for compliance with military standards	69
C101 Evaluate technical order improvement reports	69
C88 Evaluate job descriptions	69
A16 Determine or establish logistics requirements, such as personnel, space, equipment, tools, or supplies	69
B70 Interpret policies, directives, or procedures for subordinates	67
A13 Coordinate self-inspection programs with appropriate agencies	67
A26 Establish performance standards for subordinates	64

TABLE 12

**REPRESENTATIVE TASK DIFFERENCES BETWEEN
7-SKILL LEVEL AND 9-SKILL LEVEL/CEM PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS	DAFSC 12270 (N=228)	DAFSC 12290/CEM (N=45)	DIFFERENCE
D119 Conduct OJT	68	16	52
G284 Schedule life support equipment for inspection, repair, or maintenance	47	0	47
O493 Clean and disinfect oxygen masks	50	4	46
B74 Supervise Aircrew Life Support Specialists (AFSC 12250)	74	29	45
D117 Assign on-the-job training (OJT) trainers or supervisors	66	22	44
O527 Perform periodic inspections of oxygen masks	48	4	44
D145 Plan or schedule training, such as OJT, qualification training, or ancillary training	58	16	42
A1 Assign maintenance and repair work	64	22	42
G290 Transport life support equipment to or from flightlines	42	0	42
A6 Coordinate drafts of regulations or manuals with appropriate agencies	50	91	-41
C85 Evaluate deficiency, service, or status reports, such as materiel deficiency reports (MDRs)	37	73	-36
C83 Conduct staff assistance visits (SAVs)	28	64	-36
C101 Evaluate technical order improvement reports	35	69	-34
E214 Review deficiency, service, or status reports, such as MDRs	30	62	-32
C86 Evaluate equipment development or modification data	25	56	-31
B49 Conduct staff meetings or briefings	50	80	-30
C100 Evaluate suggestions	47	73	-26
C115 Write staff studies, surveys, or special reports, other than training reports	29	53	-24

TRAINING ANALYSIS

Occupational survey data represent one of many sources of information that can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors that may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel, overall distribution across career ladder jobs, percentages of first-job (1-24 month TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks or using certain equipment or materials, as well as TE and TD ratings (previously explained in the SURVEY METHODOLOGY section).

First-Enlistment Personnel

In this study, there are 529 members in their first enlistment (1-48 months TAFMS), representing 38 percent of the survey sample. The job performed by these personnel covers the full range of aircrew life support activities. As displayed in Table 13, approximately 95 percent of their duty time is devoted to technical or administrative task performance, the majority of which involves maintaining and inspecting various aircrew life support equipment. Of this equipment, fitting and maintaining helmets, oxygen, and breathing equipment consume the greatest amount of time. The vast majority of first-enlistment personnel are involved in day-to-day maintenance activities. Table 14 displays tasks performed by first-enlistment personnel. Examples include performing communications checks of helmets and performing periodic inspections of oxygen masks.

Within the groups identified in the SPECIALTY JOBS section of this report, first-enlistment personnel were present in all 11 jobs. As shown in Figure 2, 37 percent are in the Life Support Equipment Maintenance and Inspection cluster.

TE and TD Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks considered important for first-enlistment airman training (TE), along with a measure of the difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career

TABLE 13

RELATIVE TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL
(N=529)

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
O MAINTAINING OXYGEN AND BREATHING EQUIPMENT	21
I FITTING AND MAINTAINING HELMETS	17
G PERFORMING GENERAL LIFE SUPPORT OPERATION AND TRAINING ACTIVITIES	12
P MAINTAINING SURVIVAL KITS AND VESTS	10
J FITTING AND MAINTAINING PARACHUTES AND ACCESSORIES	7
Q MAINTAINING ELECTRONIC COMMUNICATIONS EQUIP, PYROTECHNIC SIGNALING DEVICES, AND WEAPONS	5
E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY ACTIVITIES	5
M MAINTAINING AIRCREW CHEMICAL WARFARE DEFENSE (CWD) ENSEMBLES	4
H FITTING AND MAINTAINING AIRCREW PROTECTIVE CLOTHING	4
K FITTING AND MAINTAINING LIFE PRESERVERS	3
L MAINTAINING LIFERAFTS	3
A ORGANIZING AND PLANNING	2
F PERFORMING AUTOMATED LIFE SUPPORT MANAGEMENT SYSTEM (ALSMS) ACTIVITIES	2
N PERFORMING CONTAMINATION CONTROL AREA (CCA) ACTIVITIES	2
S PERFORMING WATER SURVIVAL TRAINING	1
B DIRECTING AND IMPLEMENTING	1
R PERFORMING PARACHUTE TRAINING	1
D TRAINING	*
C INSPECTING AND EVALUATING	*
X PERFORMING PRESSURE SUIT PHYSIOLOGICAL SUPPORT ACTIVITIES	*
U MAINTAINING DEPLOYMENT AND CONTINGENCY PLAN LIFE SUPPORT EQUIPMENT	*
V DEVELOPING AND MODIFYING LIFE SUPPORT EQUIP	*
T PERFORMING EGRESS TRAINING	*
W PERFORMING PARACHUTE TESTING ACTIVITIES	*

*Denotes less than 1 percent

TABLE 14
REPRESENTATIVE TASKS PERFORMED BY
FIRST-ENLISTMENT PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=529)
O493 Clean and disinfect oxygen masks	79
O527 Perform periodic inspections of oxygen masks	74
I327 Clean helmets	72
I324 Adjust chin straps or nape straps on helmets	71
G286 Store life support equipment	70
I355 Perform periodic inspections of helmets	70
I368 Remove, replace, or install helmet chin straps or nape straps	70
O489 Adjust oxygen masks	70
I343 Perform communications checks of helmets	69
O528 Perform postflight inspections of oxygen masks	68
G285 Stencil or etch identification numbers on life support equipment	67
I369 Remove, replace, or install helmet ear cups	67
I362 Perform thermoplastic liner (TPL) operations	66
G290 Transport life support equipment to or from flightlines	66
I326 Build up helmets from shells	65
P629 Tie bowline knots	65
I356 Perform postflight inspections of helmets	63
I333 Fit helmets using ear cup space pads, helmet pads, or liners	62
O557 Size and fit oxygen masks	61
G283 Preposition life support equipment in aircraft	61
O506 Perform functional tests of oxygen masks	61
I344 Perform maintenance on protective helmets	60
I379 Remove, replace, install, or reposition helmet bayonet receivers	60
E159 Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	58
G275 Inventory life support equipment	58
G291 Transport life support equipment to or from various agencies for inspections or repairs	58
Q648 Inspect and test strobe lights	54
Q642 Inspect pyrotechnics	52

FIRST-ENLISTMENT JOBS

AFSC 122X0

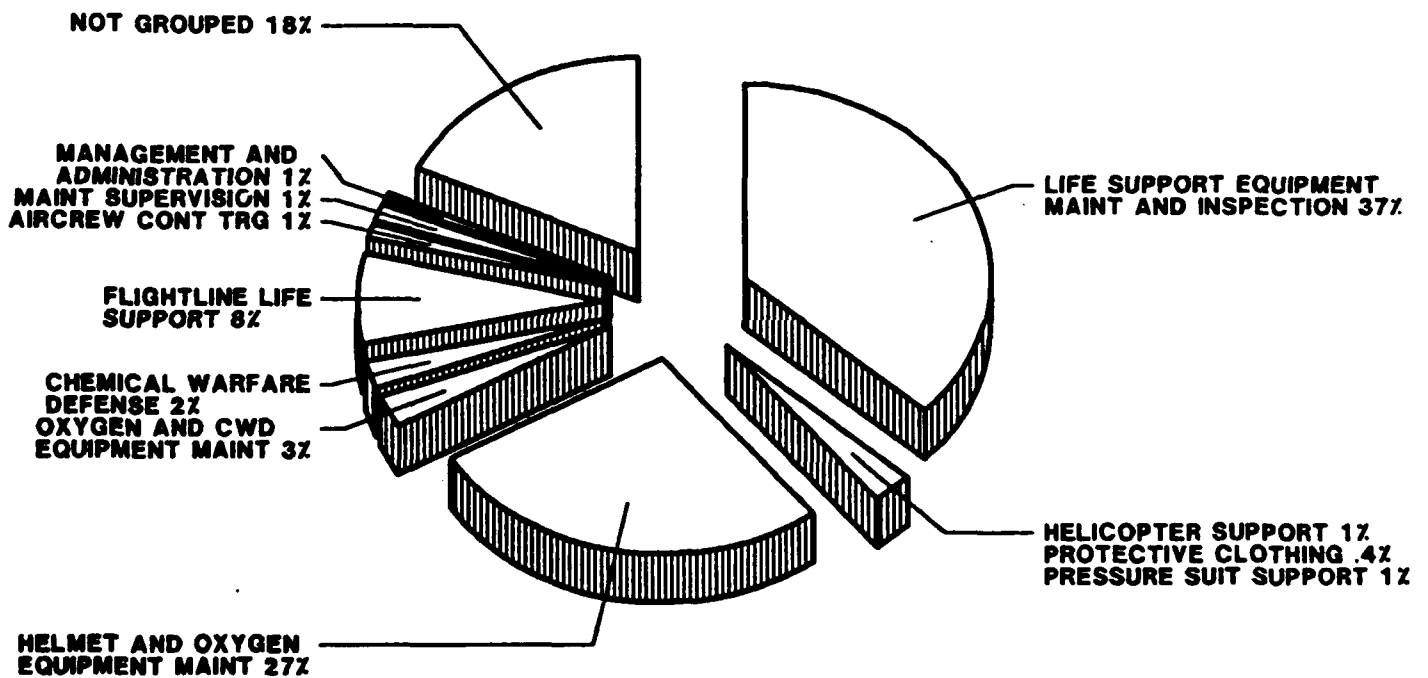


FIGURE 2

ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To help in this determination, an Automated Training Indicator (ATI) is determined for each task in the inventory. ATI combines first-enlistment percent members performing, TE, and TD data to reach training decisions based on ATCR 52-22, Atch 1. The ATI decisions are numbered 1 to 18, with an 18 being the highest level of training indicated. An ATI of seven or less suggests a training decision of OJT only. To illustrate how the ATI is determined, if a task has received high TE and TD ratings, and also has a high percentage of first-enlistment members performing, then a high ATI rating is assigned to the task. With a high ATI rating, strong recommendations can be made to emphasize training the task in a resident training course.

Tasks having the highest TE ratings are listed in Table 15. Included for each task are the percentage of first-job and first-enlistment personnel performing and the TD rating. As illustrated in Table 15, these tasks pertain to a variety of equipment, but oxygen masks and helmets dominate.

Table 16 lists the tasks having the highest TD ratings. The percentage of first-job, first-enlistment, 5-, and 7-skill level personnel performing, and the TE ratings are also included for each task. Many of these tasks relate to budgets, the development and modification of new equipment, and training. Overall, these tasks are not performed by many airmen and have low TE ratings. For example, only 2 of the top 50 TD tasks rate above average in TE and are performed by more than 30 percent of criterion group members.

Various lists of tasks, accompanied by TE and TD ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.

Specialty Training Standard (STS)

A comprehensive review of STS 122X0, dated July 1985, was made by comparing survey data to STS elements. To assist specifically in the examination of the STS, technical school personnel from Sheppard Training Center matched job inventory tasks to appropriate sections and subsections of the STS. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, along with the STS matchings, has been forwarded to the technical school for their use in further review of training documents. STS elements with performance objectives were reviewed in terms of TE, TD, and percent members performing information, as stipulated in ATCR 52-22, dated February 1989. Typically, tasks performed by 20 percent or more of personnel in appropriate experience or skill-level groups, such as first-enlistment (1-48 months TAFMS), and 5- and 7-skill level groups, should be considered for inclusion in the STS. Likewise, tasks with less than 20 percent performing in all of these groups should be considered for deletion from the STS.

TABLE 15

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)

TASKS	TNG EMPH	PERCENT MEMBERS PERFORMING		TASK DIFF
		1ST JOB (N=269)	1ST ENL (N=529)	
O527 Perform periodic inspections of oxygen masks	7.46	73	74	5.37
I362 Perform thermoplastic liner (TPL) operations	7.09	61	66	5.99
O507 Perform initial assembly of oxygen masks	7.03	55	57	5.49
O557 Size and fit oxygen masks	6.94	58	61	4.75
Q642 Inspect pyrotechnics	6.77	48	52	4.53
O489 Adjust oxygen masks	6.66	69	70	4.97
I355 Perform periodic inspections of helmets	6.63	67	70	5.40
Q647 Inspect and test electronic signaling equipment	6.57	43	44	5.55
O523 Perform periodic inspections of oxygen mask connectors	6.51	54	55	4.57
J396 Perform routine inspections of aircraft-installed parachutes	6.46	32	36	5.63
I326 Build up helmets from shells	6.46	60	65	6.26
J385 Fit or adjust torso harnesses	6.43	30	28	4.93
Q653 Operationally check emergency radio equipment	6.23	45	44	5.28
J404 Perform routine inspections of personnel parachutes	6.20	41	44	5.68
Q648 Inspect and test strobe lights	6.14	54	54	4.30
J412 Perform routine inspections of torso harnesses	6.14	41	37	5.20
O554 Repair oxygen masks	6.11	53	55	5.05

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 15 (CONTINUED)

TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE)

TASKS	TNG EMPH	PERCENT MEMBERS PERFORMING		TASK DIFF
		1ST JOB (N=269)	1ST ENL (N=529)	
H305 Perform periodic inspections of anti-G suits	6.06	30	32	4.58
I356 Perform postflight inspections of helmets	5.94	58	63	4.06
O493 Clean and disinfect oxygen masks	5.89	78	79	4.15
O559 Test oxygen mask intercommunication systems	5.89	52	55	3.70
I344 Perform maintenance on protective helmets	5.86	57	60	4.93
O506 Perform functional tests of oxygen masks	5.83	60	61	4.28
I343 Perform communications checks of helmets	5.80	67	69	3.19
M458 Inspect aircrew CWD ensembles	5.77	42	47	6.14
P608 Perform periodic inspections of survival kit components	5.77	41	44	5.71
N484 Remove, replace, or install CWD filter assemblies while wearing CWD ensembles	5.71	9	14	7.61
J414 Remove, replace, or install aircraft-installed parachutes	5.66	31	32	5.83
H298 Fit antigravity (anti-G) suits	5.66	28	30	4.80

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 16

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING				TNG EMPH
		1-24 TAFMS (N=269)	1-48 TAFMS (N=529)	5-SKILL LEVEL (N=718)	7-SKILL LEVEL (N=228)	
C84 Evaluate budget requirements	7.91	0	1	10	59	.57
A21 Draft budget requirements	7.75	1	2	13	60	.54
V753 Design new life support equipment	7.68	2	2	1	2	.40
N484 Remove, replace, or install CWD filter assemblies while wearing CWD ensembles	7.61	9	14	19	18	5.71
B61 Implement mobility plans for exercises, such as higher headquarters operational readiness inspections (ORIs)	7.40	1	2	9	32	71
B60 Implement mobility plans for actual deployments	7.31	1	2	10	34	.83
F242 Recover ALSMS from system malfunctions	7.31	2	3	8	15	2.97
D131 Develop new equipment training programs	7.28	1	2	10	27	.43
D129 Develop formal course curricula, plans of instructions (POIs), or speciality training standards (STSs)	7.27	0	1	2	7	.03
C115 Write staff studies, surveys, or special reports, other than training reports	7.26	0	1	2	29	.43
A25 Establish organizational policies, such as operating instructions (OIs) or standing operating procedures (SOPs)	7.24	1	4	21	72	.37
A6 Coordinate drafts of regulations or manuals with appropriate agencies	7.21	1	2	8	50	.29
D130 Develop lesson plans	7.19	2	4	14	35	1.54

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

TABLE 16 (CONTINUED)

TASKS RATED HIGHEST IN TASK DIFFICULTY (TD)

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING				TNG EMPH
		1-24 TAFMS (N=269)	1-48 TAFMS (N=529)	5-SKILL LEVEL (N=718)	7-SKILL LEVEL (N=228)	
C113	7.13	1	1	22	76	1.06
C86	7.07	1	2	6	25	.03
V755	7.06	2	4	6	6	.37
D148	7.04	3	5	14	28	2.09
C110	6.98	0	0	2	7	.17
P584	6.92	11	16	12	5	3.23
A16	6.92	6	6	23	70	.60
C85	6.91	0	1	5	37	.57
C83	6.89	0	1	3	28	.20
N472	6.88	21	27	35	32	5.54
A20	6.86	3	4	16	58	.49
B72	6.82	0	1	5	11	.23

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Review of the STS focused on paragraphs 5 through 25. Six items on the STS were found to be unsupported by occupational survey data. These items are listed, along with the accompanying job inventory tasks and survey data, in Table 17. The items for personnel lowering devices and anti-exposure suits almost meet the 20 percent criteria, and both items have high TE ratings, suggesting they probably should be retained. The low percent members performing figures for night vision goggles reflect the newness of this equipment. As the equipment becomes more widely distributed, percent members performing will increase. Phasing in or phasing out of equipment is obviously a consideration in STS analysis.

The least supported item involves physiological effects of flight. Very few members are briefing aerospace physiology subjects. Training personnel and SMEs should review these areas to determine if inclusion in future revisions to the STS is warranted.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. Many of the unreferenced tasks are managerial or supervisory in nature and are normally not matched to an STS. Several tasks involve in-aircraft duties and working with the Automated Life Support Management System. Examples of technical tasks performed by 20 percent or more respondents of the STS criterion groups, but which are not referenced to any STS element, are displayed in Table 18. Training personnel and SMEs should review these and other unreferenced tasks to determine if inclusion in the STS is needed.

Overall, the STS is supported. Analysis of survey data does not suggest a need for major changes.

Plan of Instruction (POI)

Based on assistance from technical school SMEs in matching job inventory tasks to POI 3ABR12230 000, dated 26 September 1990, occupational survey data were matched to related training objectives. A similar method to that of the STS analysis was employed to review the POIs. The specific data examined included percent members performing data for first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) personnel, TE, and TD ratings. ATI ratings for each task were also used.

POI blocks, units of instruction, and criterion objectives were compared against the standard set forth in Attachment 1, ATCR 52-22, dated 17 February 1989 (30 percent or more of the criterion first-enlistment group performing tasks trained, along with sufficiently high TE and TD ratings on those tasks). *Per this guidance, tasks trained in the course that do not meet these criteria should be considered for elimination from the formal course if not justified on some other acceptable basis.*

TABLE 17

EXAMPLES OF STS ITEMS NOT SUPPORTED BY OSR DATA

		PERCENT MEMBERS PERFORMING						
STS REFERENCE/TASKS	3-LEVEL COURSE PROF CODE	TNG	1ST	1ST	5-SKILL	7-SKILL	TASK DIFF	
		EMPH	JOB (N=269)	ENL (N=529)	LEVEL (N=718)	LEVEL (N=228)		
11g(2) INSTALL	--							
11g(3) REMOVE	--							
J418 Remove, replace, or install PLDs		4.00	19	19	19	14	5.65	
J386 Fit personnel lowering devices (PLDs)		3.91	12	13	15	12	4.79	
16a TYPES	B							
K420 Categorize life preservers		1.71	14	16	19	14	3.29	
18a PHYSIOLOGICAL EFFECTS OF FLIGHT	A							
X780 Brief aerospace physiology subjects, such as hypoxia or sensory illusions		1.34	0	1	1	0	5.71	
19e FIT	b							
H297 Fit anti-exposure suits		5.06	10	13	18	17	4.64	
H319 Size anti-exposure suits		4.86	10	12	19	19	3.25	
H293 Attach assembly components to anti-exposure suits		2.29	1	3	4	3	4.24	
H318 Remove or replace anti-exposure suit components		1.97	4	6	8	6	4.12	

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 17 (CONTINUED)

EXAMPLES OF STS ITEMS NOT SUPPORTED BY OSR DATA

<u>PERCENT MEMBERS PERFORMING</u>							
<u>3-LEVEL</u> <u>COURSE</u> <u>PROF</u> <u>CODE</u>	<u>1ST</u>	<u>5-SKILL</u>	<u>7-SKILL</u>	<u>TASK</u> <u>DIFF</u>			
	<u>JOB</u> (N=269)	<u>LEVEL</u> (N=718)	<u>LEVEL</u> (N=228)				
<u>STS REFERENCE/TASKS</u>	<u>TNG</u> <u>EMPH</u>	<u>1ST</u> <u>ENL</u> (N=529)	<u>5-SKILL</u> <u>LEVEL</u> (N=718)	<u>7-SKILL</u> <u>LEVEL</u> (N=228)	<u>TASK</u> <u>DIFF</u>		
<u>23b(4) INSPECT</u>							
I351	Perform periodic inspections of helmet NVGs	3.69	10	16	14	5	5.86
I352	Perform postflight inspections of helmet NVGs	3.49	13	18	15	6	4.77
I353	Perform preflight inspections of helmet NVGs	2.97	10	16	14	6	4.59
G279	Perform acceptance inspections of life support equipment	4.91	49	53	60	40	5.66
<u>23b(5) PERFORM MAINTENANCE</u>							
I374	Remove, replace, or install helmet NVG mounts	2.80	14	19	15	8	4.31

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94
 Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 18

TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE 122X0
GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING				TNG EMPH	TASK DIFF
	1ST JOB (N=269)	1ST ENL (N=529)	5-SKILL LEVEL (N=718)	7-SKILL LEVEL (N=228)		
G280	53	56	54	36	4.94	5.15
G283	58	61	58	38	4.89	4.76
O502	50	56	54	35	3.57	3.21
G281	28	34	37	28	2.51	3.81
K437	38	41	34	15	3.26	3.09
O490	30	34	24	11	3.54	5.39
P566	35	38	40	25	2.94	3.28
L453	33	35	30	13	2.29	4.14
E172	28	37	48	53	4.86	4.11
E173	36	45	56	41	4.86	3.50
G251	43	45	40	36	4.37	4.72
J390	42	46	42	19	5.11	4.48
J416	35	37	31	15	4.86	4.90
J417	32	35	39	25	5.03	4.53
M464	23	31	34	25	4.00	4.22
F222	19	22	33	34	5.23	4.41
F223	12	15	25	31	3.97	5.27
F224	13	16	26	23	4.06	5.63
F225	12	14	24	22	4.03	5.36
F226	11	14	22	19	4.37	5.02
F236	14	15	28	29	4.83	4.98
G261	17	24	29	29	4.17	5.13

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, HIGH TD = 6.00

Review of the tasks matched to the POI reveals that 18 criterion objectives are not supported by OSR data for matched tasks. These objectives pertain to several items of equipment. Survival kits are included in five of these objectives. Other equipment in these unsupported objectives include emergency oxygen cylinders, test equipment, passenger life preservers, one man life rafts, anti-exposure suits, nuclear flashblindness goggles, M-17 mask, and chemical biological mask. Table 19 lists the objectives along with the accompanying job inventory tasks and survey data.

Many technical tasks performed by over 30 percent of first-enlistment personnel were not matched to the POI. Examples of these tasks with survey data are listed in Table 20. Several are in-aircraft tasks or pertain to helmets and oxygen equipment. In addition to many members performing these functions, several of these tasks are rated high in terms of TE and TD. Training personnel and SMEs should review these and other unreferenced tasks to determine if training should be provided in the formal course.

With the wide range of equipment maintained by members of this career ladder, the course curriculum is quite varied. To meet the needs of the most work centers, any considerations for expanding the course should first be given to tasks related to helmets and oxygen equipment.

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators can provide insight into factors affecting job performance of airmen in the career ladder. The survey included questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses to the current survey were analyzed by making several comparisons: (1) among experience groups of the Aircrew Life Support career ladder and a comparative sample of personnel from other Direct Support specialists surveyed in 1992 (AFSCs 121X0, 231X1, 231X2, 251X0, 566X2 and 811X0/X2/X2A), (2) between current and previous survey experience groups, and (3) across job groups identified in the SPECIALTY JOBS section of the report.

Table 21 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other Direct Support AFSCs surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of Aircrew Life Support personnel compares with similar Air Force specialties. Aircrew Life Support personnel reported higher job satisfaction than members of the comparative sample in all three experience groups across all five questions. The high percentages of positive responses in these comparisons reflect a career ladder where personnel appear to be well satisfied with their jobs.

TABLE 19

POI OBJECTIVES NOT SUPPORTED BY OSR DATA

POI OBJECTIVES/TASKS	TNG EMP	ATI	1ST ENL PERCENT MEMBERS PERFORMING (N=529)	TASK DIFF
I 4a. Without reference, correctly identify 8 of 10 facts concerning the technical order system.				
E208 Research technical orders to identify components	2.46	7	9	5.44
I 5b. Without reference, select procedures for ensuring the serviceability of life support test equipment.				
A5 Coordinate calibration of life support test equipment with precision measuring equipment laboratory (PMEL)	3.40	7	22	4.15
U745 Pretest life support test equipment	3.06	7	10	5.04
I 9c. Using an emergency oxygen cylinder, necessary tools, and TO 15X1-4-2-12, inspect the emergency oxygen cylinder while observing all safety precautions.				
O509 Perform periodic inspections of emergency oxygen cylinders	4.31	11	26	5.06
O513 Perform prepurge inspections of emergency oxygen cylinders	3.63	7	16	5.07
I 9d. Using an emergency oxygen cylinder, the necessary tools, and TO 15X1-4-2-12, service the oxygen cylinder while observing all safety precautions.				
O514 Purge, refill, and top off emergency oxygen cylinders	4.06	11	23	6.10
O491 Assemble or disassemble emergency oxygen cylinders	3.14	7	21	6.06
O545 Remove, replace, or install emergency oxygen cylinder assembly components	2.17	2	13	5.29

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 19 (CONTINUED)
POI OBJECTIVES NOT SUPPORTED BY OSR DATA

POI OBJECTIVES/TASKS	TNG EMP	ATI	1ST ENL PERCENT MEMBERS PERFORMING (N=529)	TASK DIFF
I 10b. Without reference, determine the procedures used to plan aircrew continuation training lessons.				
A4 Coordinate aircrew training with squadron operations officers	1.11	2	5	5.27
D130 Develop lesson plans	1.54	2	4	7.19
II 1d. Without reference, relate the types of passenger life preservers to their operational features.				
K420 Categorize life preservers	1.71	2	16	3.29
II 2d. Using a one-man life raft, shop equipment, tools and in accordance with technical order procedure, pack the one-man life raft.				
L441 Inspect and weigh CO2 cylinders installed in life rafts	3.26	15	32	4.22
L445 Pack or repack life rafts	2.97	7	27	5.19
L454 Tie slipknots to sea anchor patch loops	3.23	5	35	2.89

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94
Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 19 (CONTINUED)

POI OBJECTIVES NOT SUPPORTED BY OSR DATA

POI OBJECTIVES/TASKS	TNG EMP	ATI	1ST ENL PERCENT MEMBERS PERFORMING (N=529)	TASK DIFF
III 1i. Using an ACES II survival kit, tools, and in accordance with technical order procedures and WB-301A, inspect the survival kit.				
P592 Perform periodic inspections of nonrigid survival kit containers	3.60	7	8	5.44
III 1k. Using a beacon, survival kit, tools, and in accordance with technical order procedures and WB-301A, install the beacon into the survival kit.				
Q658 Remove, replace, or install PLBs or emergency radios in liferafts, survival kits, or parachutes	4.74	11	26	4.82
P572 Pack or repack nonrigid survival kits	3.49	7	10	5.61
III 1l. Using a CNU-129/P survival kit, tools, and in accordance with technical order procedures, inspect the survival kit.				
P585 Perform periodic inspections of hard-type survival kit containers	4.40	11	20	6.04
P595 Perform periodic inspections of life support equipment integrated with ejection seats	4.83	11	21	5.92
III 1m. Using a CNU-129/P survival kit, tools, and in accordance with technical order procedures, perform the functional test of the survival kit.				
P575 Perform functional checks or tests of survival kits	4.37	11	22	6.22
P567 Operationally check survival kit automatic actuator assemblies	3.86	7	16	5.49
P628 Test integrated survival kits	2.63	7	5	5.45

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 19 (CONTINUED)

POI OBJECTIVES NOT SUPPORTED BY OSR DATA

<u>POI OBJECTIVES/TASKS</u>	<u>TNG</u>	<u>ATI</u>	<u>1ST ENL</u>		<u>TASK</u>
			<u>EMP</u>	<u>PERFORMING (N=529)</u>	<u>DIFF</u>
III 1p. Using a CNU-111/P survival kit, tools, and in accordance with technical order procedures, perform the functional test of the survival kit.					
P575 Perform functional checks or tests of survival kits	4.37	11		22	6.22
P567 Operationally check survival kit automatic actuator assemblies	3.86	7		16	5.49
P568 Operationally check survival kit nonautomatic actuator assemblies	2.89	7		12	4.99
P628 Test integrated survival kits	2.63	7		5	5.45
IV 3c. Using TO 14P3-5-61, TO 14P3-5-81 and TO 14P3-5-91, select the procedures that pertain to the inspection of anti-exposure suits.					
H310 Perform periodic inspections of anti-exposure suits	5.29	11		16	4.63
IV 3d. Using TO 14P3-5-61, TO 14P3-5-81 and TO 14P3-5-91, select the procedures that pertain to fitting an anti-exposure suit.					
H297 Fit anti-xposure suits	5.06	11		13	4.64
H319 Size anti-exposure suits	4.86	11		12	3.25
G250 Assist aircrew members in donning or doffing anti-exposure suits	3.49	7		18	4.35
IV 5d. Using TO 14P3-9-21, select the statements that pertain to the inspection of nuclear flash blindness goggles.					
I358 Perform periodic inspections of nuclear flashblindness goggle kits	4.06	11		27	5.54

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 19 (CONTINUED)

POI OBJECTIVES NOT SUPPORTED BY OSR DATA

POI OBJECTIVES/TASKS	TNG EMP	ATI	1ST ENL PERCENT MEMBERS PERFORMING (N=529)	TASK DIFF
V 2b. Using an M-17 series mask and TO 14P4-9-31, perform minor maintenance on the mask.				
N482 Maintain CCA ground ensemble support items, such as M-17 masks	2.17	2	15	5.48
V 3c. Given an MBU-13/P chemical biological oxygen mask, tools, and in accordance with TO 14P3-1-131, perform minor maintenance on the oxygen mask.				
M467 Repair or modify CWD ensembles	4.34	11	26	5.72
V 3d. Using the required test equipment, tools, CRU-80/P filter assembly, and in accordance with TO 14P3-1-131, perform minor maintenance on the filter assembly while wearing an M-17 mask, hood, and butyl gloves with inserts				
M467 Repair or modify CWD ensembles	4.34	11	26	5.72
N484 Remove, replace, or install CWD filter assemblies while wearing CWD ensembles	5.71	11	14	7.61

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 20

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
FIRST-ENLISTMENT PERSONNEL AND NOT REFERENCED TO THE POI

TASKS	TRAINING EMPHASIS	ATI	PERCENT MEMBERS PERFORMING		TASK DIFFICULTY
			1ST JOB (N=269)	1ST ENL (N=529)	
G275 Inventory life support equipment	4.60	18	50	58	4.17
G279 Perform acceptance inspections of life support equipment	4.91	18	49	53	5.66
G280 Perform minor maintenance on life support equipment in aircraft	4.94	18	53	56	5.15
G283 Proposition life support equipment in aircraft	4.89	18	58	61	4.76
G286 Store life support equipment	5.03	18	68	70	3.17
I326 Build up helmets from shells	6.46	18	60	65	6.26
I329 Drill or refill drilled holes in helmet shells	4.26	18	51	56	4.56
I356 Perform postflight inspections of helmets	5.94	18	58	63	4.06
I357 Perform prior-to-issue inspections of helmets	5.09	18	47	50	4.37
I371 Remove, replace, or install helmet energy absorbent liners	4.80	18	51	58	4.46
I379 Remove, replace, install, or reposition helmet bayonet receivers	4.63	18	53	60	5.09
O528 Perform postflight inspections of oxygen masks	5.34	18	66	68	4.07
O502 Issue oxygen masks	3.57	17	50	56	3.21
G281 Perform operator maintenance on flightline vehicles	2.51	15	28	34	3.81
G284 Schedule life support equipment for inspection, repair, or maintenance	3.86	15	33	41	4.87
G287 Trace misplaced or lost equipment	3.20	15	40	43	5.67
I367 Remove, replace, or install helmet boom microphones	3.31	15	36	36	4.18
I372 Remove, replace, or install helmet fitting pads	3.34	15	38	43	3.63
I373 Remove, replace, or install helmet headsets	3.86	15	35	44	4.04

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 20 (CONTINUED)

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
FIRST-ENLISTMENT PERSONNEL AND NOT REFERENCED TO THE POI

<u>TASKS</u>	<u>TRAINING EMPHASIS</u>	<u>ATI</u>	<u>PERCENT MEMBERS PERFORMING</u>		<u>TASK DIFFICULTY</u>
			<u>1ST JOB (N=269)</u>	<u>1ST ENL (N=529)</u>	
I377 Remove, replace, or install visor housing assemblies	3.77	15	37	42	5.00
K437 Remove, replace, or install life preservers in aircraft	3.26	15	38	41	3.09
M459 Issue CWD ensembles	3.69	15	32	40	4.22
M460 Issue CWD training equipment	3.03	15	28	37	3.69
O490 Assemble or disassemble emergency passenger oxygen kits	3.54	15	30	34	5.39
O510 Perform periodic inspections of EEEDs	3.31	15	38	42	3.45
O529 Perform preflight inspections of oxygen masks	3.43	15	36	37	3.95
O536 Perform postflight inspections of quick-don assemblies	2.89	15	31	35	4.03
O551 Remove, replace, or install quick-don assembly components	3.09	15	28	32	4.83
O555 Repair oxygen mask connectors	3.14	15	27	30	4.54
P566 Issue survival vests or kits	2.94	15	35	38	3.28
L453 Remove, replace, or install liferafts in aircraft	2.29	14	33	35	4.14

Average TE = 2.30, Standard Deviation = 1.64, High TE = 3.94

Average TD = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 21

COMPARISON OF TAFMS GROUP JOB SATISFACTION INDICATORS WITH 1992
COMPARATIVE SAMPLE
(PERCENT MEMBERS PERFORMING)

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	1993 122X0 (N=529)	1992 COMP SAMPLE (N=3,169)	1993 122X0 (N=260)	1992 COMP SAMPLE (N=2,215)	1993 122X0 (N=606)	1992 COMP SAMPLE (N=3,431)
<u>EXPRESSED JOB INTEREST:</u>						
Interesting	63	51	63	56	77	70
So-So	23	19	21	18	15	15
Dull	14	30	16	26	8	15
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
Fairly Well To Perfectly	65	60	74	66	84	77
Little Or Not At All	35	40	26	34	16	23
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
Fairly Well To Perfectly	94	78	90	76	89	78
Little Or Not At All	6	22	10	24	11	22
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
Satisfied	71	50	73	54	80	65
Neutral	19	17	10	15	10	11
Dissatisfied	10	33	17	31	10	24
<u>REENLISTMENT INTENTIONS:</u>						
Will/Probably Will Reenlist	65	47	80	63	74	71
Will Not/Probably Will Not Reenlist	35	53	20	36	14	10
Will Retire	0	0	0	*	12	19

NOTE: Comparative sample is composed of all Direct Support career ladders surveyed in 1992 (includes AFSCs 121X0, 231X1, 231X2, 251X0, 566X2, 811X0/X2/X2A)

An indication of changes in job satisfaction perceptions within the career ladder is provided in Table 22, where experience group data for 1993 survey respondents are presented, along with data from respondents to the 1984 OSR. Members in the current sample report higher or about the same satisfaction in all areas except one. Twice as many career airmen report they will not or probably will not reenlist, compared to career airmen in 1984. This difference may be a function of force sizing. The pay increases and force buildup of the 1980s obviously affect retention differently than the pay freezes and force drawdown of the 1990s.

Table 23 presents job satisfaction data for the major jobs identified in the career ladder structure. An examination of these data can reveal the influences performing certain jobs may have on overall job satisfaction. Job satisfaction indicators for the specialty job groups suggest that members of the Aircrew Continuation Training and Management and Administration clusters are most satisfied. Members of the Helmet and Oxygen Equipment Maintenance, Helicopter Support, Protective Clothing, and Pressure Suit Support jobs are least satisfied. While indicators are not dramatically low, these junior personnel and members of very specialized jobs are not as satisfied as others.

IMPLICATIONS

As explained in the INTRODUCTION, this survey was conducted primarily to provide training personnel with current information on the Aircrew Life Support specialty for use in reviewing current training programs and training documents. Results indicate very little change in job structure since 1984. The present classification structure, as described by the AFR 39-1 Specialty Descriptions, accurately portrays the jobs in this study, except the Helicopter Support job.

Analysis of career ladder documents indicates numerous areas of the POI which are unsupported. While the STS is basically sound, both documents require review.

No serious job satisfaction problems appear to exist within this specialty. Overall, job satisfaction responses were almost all higher than those of a comparative sample of similar Air Force personnel surveyed in 1992 and generally more positive than responses to the same questions in the 1984 survey of this career ladder.

The findings of this OSR come directly from the survey data collected from Aircrew Life Support personnel worldwide. These data are readily available to training and utilization personnel, functional managers, and other interested parties. Much of the data are compiled into extracts that are excellent tools in the decision-making process. These data extracts should be used when training or utilization decisions are made.

TABLE 22

**COMPARISON OF JOB SATISFACTION DATA FROM 1993 AND 1984 OSRs
(PERCENT MEMBERS PERFORMING)**

	<u>1-48 MOS TAFMS</u>		<u>49-96 MOS TAFMS</u>		<u>97+ MOS TAFMS</u>	
	1993	1984	1993	1984	1993	1984
	(N=529)	(N=715)	(N=260)	(N=305)	(N=606)	(N=444)
<u>EXPRESSED JOB INTEREST:</u>						
Interesting	63	52	63	65	77	75
So-So	23	26	21	18	15	16
Dull	14	22	16	17	8	9
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
Fairly Well To Perfectly	65	58	74	72	84	82
Little Or Not At All	35	42	26	28	16	18
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
Fairly Well To Perfectly	94	85	90	83	89	86
Little Or Not At All	6	15	10	17	11	14
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
Satisfied	71	60	73	66	80	70
Neutral	19	15	10	11	10	13
Dissatisfied	10	25	17	23	10	17
<u>REENLISTMENT INTENTIONS:</u>						
Will/Probably Will Reenlist	65	67	80	85	74	78
Will Not/Probably Will Not Reenlist	35	32	20	14	14	7
Will Retire	0	1	0	1	12	15

TABLE 23

**JOB SATISFACTION DATA FOR CLUSTERS AND JOBS
(PERCENT MEMBERS PERFORMING)**

	LS EQUIP MAINT & INSPECTION (N=500)	HELMET & OXYGEN EQ MAINT (N=210)	HELICOPTER SUPPORT (N=14)	PROTECTIVE CLOTHING (N=6)	OXYGEN & CWD EQ MAINT (N=45)	CHEMICAL WARFARE DEFENSE (N=28)
<u>EXPRESSED JOB INTEREST:</u>						
Interesting	76	53	79	50	58	68
So-So	16	25	21	33	20	32
Dull	8	21	0	17	22	0
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
Fairly Well To Perfectly	79	58	57	50	71	68
Little Or Not At All	21	42	43	50	29	32
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
Fairly Well To Perfectly	94	89	71	83	82	93
Little Or Not At All	6	11	29	17	18	7
<u>SENSE OF ACCOMPLISHMENT:</u>						
Satisfied	80	64	71	83	71	79
Neutral	12	18	21	17	7	18
Dissatisfied	8	18	7	0	22	4
<u>REENLISTMENT INTENTIONS:</u>						
Will/Probably Will Reenlist	74	60	86	83	89	79
Will Not/Probably Will Not Reenlist	23	40	14	17	11	14
Will Retire	2	0	0	0	0	7

TABLE 23 (CONTINUED)

**JOB SATISFACTION DATA FOR CLUSTERS AND JOBS
(PERCENT MEMBERS PERFORMING)**

	FLIGHT-LINE LIFE SUPPORT (N=80)	PRESSURE SUIT SUPPORT (N=10)	AIRCREW CONT TRNG (N=34)	MAINTENANCE SUPERVISION (N=61)	MGMT & ADM (N=216)
<u>EXPRESSED JOB INTEREST:</u>					
Interesting	60	70	91	79	83
So-So	30	20	6	11	11
Dull	10	10	3	10	6
<u>PERCEIVED UTILIZATION OF TALENTS:</u>					
Fairly Well To Perfectly	74	80	94	77	90
Little Or Not At All	26	20	6	23	10
<u>PERCEIVED UTILIZATION OF TRAINING:</u>					
Fairly Well To Perfectly	94	60	97	87	93
Little Or Not At All	6	40	3	13	7
<u>SENSE OF ACCOMPLISHMENT:</u>					
Satisfied	74	70	91	82	84
Neutral	19	20	0	7	7
Dissatisfied	8	10	9	11	9
<u>REENLISTMENT INTENTIONS:</u>					
Will/Probably Will Reenlist	71	60	94	84	69
Will Not/Probably Will Not Reenlist	29	30	3	13	8
Will Retire	0	10	3	3	23

APPENDIX A
SELECTED REPRESENTATIVE TASKS PERFORMED BY
CAREER LADDER JOBS

TABLE I

LIFE SUPPORT EQUIPMENT MAINTENANCE AND INSPECTION CLUSTER
ST183

GROUP SIZE: 500
 PERCENT OF SAMPLE: 36%
 PREDOMINANT GRADES: E-4 and E-5

AVERAGE TAFMS: 85 MONTHS
 AVERAGE TICF: 75 MONTHS
 PERCENT IN 1ST ENL: 39%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
O527 Perform periodic inspections of oxygen masks	98
O493 Clean and disinfect oxygen masks	97
I324 Adjust chin straps or nape straps on helmets	97
I368 Remove, replace, or install helmet chin straps or nape straps	97
I355 Perform periodic inspections of helmets	96
I327 Clean helmets	96
O489 Adjust oxygen masks	94
I343 Perform communications checks of helmets	94
I369 Remove, replace, or install helmet ear cups	94
I362 Perform thermoplastic liner (TPL) operations	93
P629 Tie bowline knots	93
I326 Build up helmets from shells	91
O528 Perform postflight inspections of oxygen masks	91
G286 Store life support equipment	90
Q642 Inspect pyrotechnics	90
I356 Perform postflight inspections of helmets	90
Q648 Inspect and test strobe lights	89
O557 Size and fit oxygen masks	88
G290 Transport life support equipment to or from flightlines	88
I344 Perform maintenance on protective helmets	87
I371 Remove, replace, or install helmet energy absorbent liners	85
Q657 Remove, replace, or install ammunition or pyrotechnics in survival kits or vests	85
I333 Fit helmets using ear cup space pads, helmet pads, or liners	84
I379 Remove, replace, install, or reposition helmet bayonet receivers	84
G291 Transport life support equipment to or from various agencies for inspections or repairs	84
P630 Tie in survival kit or vest components	84
I329 Drill or refill drilled holes in helmet shells	82
O523 Perform periodic inspections of oxygen mask connectors	80
O506 Perform functional tests of oxygen masks	80
G275 Inventory life support equipment	80
O559 Test oxygen mask intercommunication systems	77
O554 Repair oxygen masks	77
I376 Remove, replace, or install helmet visor assemblies	76

TABLE II
HELMET AND OXYGEN EQUIPMENT MAINTENANCE CLUSTER
GP41

GROUP SIZE: 210
PERCENT OF SAMPLE: 15%
PREDOMINANT GRADES: E-3 and E-4

AVERAGE TAFMS: 46 MONTHS
AVERAGE TICF: 41 MONTHS
PERCENT IN 1ST ENL: 68%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
O493 Clean and disinfect oxygen masks	98
I324 Adjust chin straps or nape straps on helmets	95
I327 Clean helmets	94
O527 Perform periodic inspections of oxygen masks	94
I355 Perform periodic inspections of helmets	93
I368 Remove, replace, or install helmet chin straps or nape straps	91
O489 Adjust oxygen masks	88
I343 Perform communications checks of helmets	87
I369 Remove, replace, or install helmet ear cups	83
I326 Build up helmets from shells	82
O557 Size and fit oxygen masks	77
I333 Fit helmets using ear cup space pads, helmet pads, or liners	76
I362 Perform thermoplastic liner (TPL) operations	76
I379 Remove, replace, install, or reposition helmet bayonet receivers	74
I376 Remove, replace, or install helmet visor assemblies	73
I344 Perform maintenance on protective helmets	73
O559 Test oxygen mask intercommunication systems	71
I356 Perform postflight inspections of helmets	70
O528 Perform postflight inspections of oxygen masks	70
O554 Repair oxygen masks	70
I371 Remove, replace, or install helmet energy absorbent liners	70
I329 Drill or refill drilled holes in helmet shells	70
I336 Grind down protruding screws or objects on helmets	68
O523 Perform periodic inspections of oxygen mask connectors	67
O506 Perform functional tests of oxygen masks	65
O502 Issue oxygen masks	64
O507 Perform initial assembly of oxygen masks	62
I357 Perform prior-to-issue inspections of helmets	61
G276 Issue aircrew member comfort items, such as crew relief packs, air sickness bags, or towelettes	60
G286 Store life support equipment	59
I341 Issue helmets	57
E159 Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	54
O558 Tack oxygen equipment suspension harnesses	53
H305 Perform periodic inspections of anti-G suits	49

TABLE III

HELICOPTER SUPPORT JOB
ST450

GROUP SIZE: 14
PERCENT OF SAMPLE: 1%
PREDOMINANT GRADES: E-4 and E-5

AVERAGE TAFMS: 67 MONTHS
AVERAGE TICF: 63 MONTHS
PERCENT IN 1ST ENL: 42%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I340 Issue helmet night vision goggles (NVGs)	100
P629 Tie bowline knots	100
P604 Perform periodic inspections of survival vests	100
P563 Assemble or disassemble survival vests	100
I352 Perform postflight inspections of helmet NVGs	100
I355 Perform periodic inspections of helmets	100
O518 Purge, refill, and top off HEEDs	100
O515 Perform periodic inspections of HEEDs	100
I351 Perform periodic inspections of helmet NVGs	100
P566 Issue survival vests or kits	100
P561 Fit or adjust survival vests	100
I374 Remove, replace, or install helmet NVG mounts	100
I367 Remove, replace, or install helmet boom microphones	100
I333 Fit helmets using ear cup space pads, helmet pads, or liners	100
I369 Remove, replace, or install helmet ear cups	100
P630 Tie in survival kit or vest components	93
I344 Perform maintenance on protective helmets	93
I356 Perform postflight inspections of helmets	93
I327 Clean helmets	93
I343 Perform communications checks of helmets	93
Q648 Inspect and test strobe lights	93
Q649 Inspect or test boom-type microphones	93
I357 Perform prior-to-issue inspections of helmets	93
I376 Remove, replace, or install helmet visor assemblies	93
Q642 Inspect pyrotechnics	93
H323 Size survival vests	93
G283 Preposition life support equipment in aircraft	93
I368 Remove, replace, or install helmet chin straps or nape straps	93
G275 Inventory life support equipment	86
G284 Schedule life support equipment for inspection, repair, or maintenance	86
K423 Fold life preservers with harness assemblies	86
O516 Perform postflight inspections of HEEDs	86
O517 Perform preflight inspections of HEEDs	86
Q657 Remove, replace, or install ammunition or pyrotechnics in survival kits or vests	86
P574 Pack or repack survival vests	79
P607 Perform prior-to-issue inspections of survival vests	79
P605 Perform postflight inspections of survival vests	71
I354 Perform prior-to-issue inspections of helmet NVGs	64

TABLE IV
PROTECTIVE CLOTHING JOB
ST286

GROUP SIZE: 6
PERCENT OF SAMPLE: <1%
PREDOMINANT GRADE: E-4

AVERAGE TAFMS: 104 MONTHS
AVERAGE TICF: 103 MONTHS
PERCENT IN 1ST ENL: 34%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H305 Perform periodic inspections of anti-G suits	100
H306 Perform postflight inspections of anti-G suits	100
H307 Perform preflight inspections of anti-G suits	100
H308 Perform prior-to-issue inspections of anti-G suits	100
H309 Perform postflight inspections of one-time-flyer anti-G suits	100
H310 Perform periodic inspections of anti-exposure suits	100
H323 Size survival vests	100
I324 Adjust chin straps or nape straps on helmets	100
I327 Clean helmets	100
J410 Perform postflight inspections of torso harnesses	100
J412 Perform routine inspections of torso harnesses	100
J391 Perform periodic inspections of PLDs	100
H320 Size anti-G suits	100
I326 Build up helmets from shells	100
H301 Issue flight suits or gloves	83
H311 Perform postflight inspections of anti-exposure suits	83
H312 Perform preflight inspections of anti-exposure suits	83
H298 Fit antigravity (anti-G) suits	83
H294 Coordinate alterations of aircrew member protective clothing with appropriate agencies	83
H302 Launder aircrew member protective clothing	83
H317 Prepare antiexposure suits for storage, mobility, or contingency	83
I368 Remove, replace, or install helmet chin straps or nape straps	83
J392 Perform postflight inspections of PLDs	83
J393 Perform preflight inspections of PLDs	83
K431 Perform postflight inspections of life preservers	83
P561 Fit or adjust survival vests	83
E173 Inventory CTKs	83
A1 Assign maintenance and repair work	67
C79 Clear Red-X conditions	67
G276 Issue aircrew member comfort items, such as crew relief packs, air sickness bags, or towelettes	67
P604 Perform periodic inspections of survival vests	67

TABLE V
OXYGEN AND CWD EQUIPMENT MAINTENANCE CLUSTER
ST83

GROUP SIZE: 45
PERCENT OF SAMPLE: 3%
PREDOMINANT GRADES: E-4 and E-5

AVERAGE TAFMS: 85 MONTHS
AVERAGE TICF: 78 MONTHS
PERCENT IN 1ST ENL: 31%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
O493 Clean and disinfect oxygen masks	96
O527 Perform periodic inspections of oxygen masks	93
G283 Preposition life support equipment in aircraft	93
O535 Perform periodic inspections of quick-don assemblies	93
O494 Clean and disinfect smoke masks	93
O499 Inspect smoke masks	93
O497 Inspect passenger oxygen masks	91
O506 Perform functional tests of oxygen masks	89
G275 Inventory life support equipment	87
G290 Transport life support equipment to or from flightlines	82
O554 Repair oxygen masks	80
G286 Store life support equipment	80
K437 Remove, replace, or install life preservers in aircraft	78
O528 Perform postflight inspections of oxygen masks	78
O536 Perform postflight inspections of quick-don assemblies	76
O523 Perform periodic inspections of oxygen mask connectors	71
Q648 Inspect and test strobe lights	71
M463 Maintain CWD ensemble size data for aircrew members	69
G280 Perform minor maintenance on life support equipment in aircraft	69
M456 Assemble, inspect, and pack components of aircrew CWD ensembles	67
O507 Perform initial assembly of oxygen masks	67
M459 Issue CWD ensembles	64
M462 Inventory CWD ensembles	64
O551 Remove, replace, or install quick-don assembly components	64
O532 Perform periodic inspections of POKs	64
O537 Perform preflight inspections of quick-don assemblies	64
O559 Test oxygen mask intercommunication systems	62
M458 Inspect aircrew CWD ensembles	62
E159 Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	60
G254 Conduct classroom instruction on use and care of oxygen equipment	60
O529 Perform preflight inspections of oxygen masks	58
O550 Remove, replace, or install oxygen mask components	58

TABLE VI
CHEMICAL WARFARE DEFENSE CLUSTER
ST43

GROUP SIZE: 28	AVERAGE TAFMS: 77 MONTHS
PERCENT OF SAMPLE: 2%	AVERAGE TICE: 71 MONTHS
PREDOMINANT GRADES: E-5 and E-4	PERCENT IN 1ST ENL: 43%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M458 Inspect aircrew CWD ensembles	96
M456 Assemble, inspect, and pack components of aircrew CWD ensembles	96
M463 Maintain CWD ensemble size data for aircrew members	96
M462 Inventory CWD ensembles	93
M459 Issue CWD ensembles	93
M460 Issue CWD training equipment	86
M457 Fit and size aircrew CWD ensembles	86
M464 Maintain CWD training equipment	79
M466 Perform postflight inspections of CWD equipment	79
M465 Perform preflight inspections of CWD equipment	71
M467 Repair or modify CWD ensembles	64
G286 Store life support equipment	61
G275 Inventory life support equipment	57
N470 Assist aircrew members in donning or doffing CWD ensembles	57
A18 Determine or establish work priorities	54
E159 Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	54
B73 Supervise Apprentice Aircrew Life Support Specialists (AFSC 12230)	50
N472 Conduct aircrew shelter processing	50
D119 Conduct OJT	46
B74 Supervise Aircrew Life Support Specialists (AFSC 12250)	43
G285 Stencil or etch identification numbers on life support	43
C 81 Conduct performance feedback worksheet (PFW) evaluation sessions	39
G284 Schedule life support equipment for inspection, repair, or maintenance	39
M469 Wash CWD training ensembles	39
N481 Exchange CWD oxygen masks	39
E173 Inventory CTKs	36
F222 Access ALSMS menus and data screens	36
G252 Brief aircrew members concerning life support equipment or procedure modifications	36
M461 Issue chemical warfare agent antidotes	36
E168 Evaluate serviceability of equipment, tools, or supplies	32
G278 Maintain survival training equipment	29
N471 Change collective protection filters	29

TABLE VII
FLIGHTLINE LIFE SUPPORT CLUSTER
ST52

GROUP SIZE: 80
PERCENT OF SAMPLE: 6%
PREDOMINANT GRADES: E-3 and E-4

AVERAGE TAFMS: 62 MONTHS
AVERAGE TICF: 56 MONTHS
PERCENT IN 1ST ENL: 50%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G286 Store life support equipment	85
G283 Preposition life support equipment in aircraft	81
G290 Transport life support equipment to or from flightlines	81
G285 Stencil or etch identification numbers on life support equipment	80
E159 Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	79
J404 Perform routine inspections of personnel parachutes	79
G291 Transport life support equipment to or from various agencies for inspections or repairs	76
P629 Tie bowline knots	73
K437 Remove, replace, or install life preservers in aircraft	71
J390 Perform minor external repairs of parachutes, such as tacking	70
G280 Perform minor maintenance on life support equipment in aircraft	69
E158 Attach AFTO Forms 255 (Notice Certification Void When Seal is Broken) to life support equipment	69
J416 Remove, replace, or install personnel parachutes in aircraft	66
G275 Inventory life support equipment	66
Q648 Inspect and test strobe lights	66
G279 Perform acceptance inspections of life support equipment	65
G284 Schedule life support equipment for inspection, repair, or maintenance	64
Q642 Inspect pyrotechnics	64
L443 Inspect markings on life rafts	61
O532 Perform periodic inspections of POKs	61
E173 Inventory CTKs	60
O510 Perform periodic inspections of EEBDs	60
Q657 Remove, replace, on install ammunition or pyrotechnics in survival kits or vests	59
J387 Inspect restraint devices	58
Q647 Inspect and test electronic signaling equipment	54
L453 Remove, replace, or install liferafts in aircraft	53
O533 Perform postflight inspections of POKs	50
J396 Perform routine inspections of aircraft-installed parachutes	49
O497 Inspect passenger oxygen masks	49

TABLE VIII
PRESSURE SUIT SUPPORT JOB
ST332

GROUP SIZE: 10	AVERAGE TAFMS: 76 MONTHS
PERCENT OF SAMPLE: <1%	AVERAGE TICF: 68 MONTHS
PREDOMINANT GRADES: E-3, E-4, and E-5	PERCENT IN 1ST ENL: 60%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
X791 Integrate aircrew members to or from aircraft systems	100
X800 Perform integration tests of occupied pressure suits	100
X787 Fill portable liquid oxygen (LOX) ventilation units	100
X799 Operate portable LOX ventilation units	100
X820 Remove, replace, or install pressure suit components	100
X804 Perform postflight inspections of pressure suits	100
X805 Perform preflight inspections of pressure suits	100
X827 Repair pressure suits	100
X784 Clean pressure suits	100
X819 Prepare pressure suit assemblies for shipment	100
X794 Isolate pressure helmet oxygen regulator malfunctions	100
X795 Isolate pressure suit controller malfunctions	100
X783 Cement pressure suit assemblies	100
X821 Remove, replace, or install low-flight oxygen regulator components	100
X778 Assemble or disassemble pressure suit hardware, such as neck rings, wrist rings, or urine collection valves	100
X803 Perform periodic inspections of pressure suits	100
X801 Perform annual inspections of pressure suits	100
X779 Assist aircrew members in donning or doffing pressure suit assemblies	90
X792 Isolate pressure suit malfunctions	90
G267 Hook up aircrew members to seat kit assemblies	90
X788 Inspect LOX storage carts	90
X798 Maintain pressure suit test equipment	90
X789 Inspect pressure suit ventilation hose assemblies	90
X785 Clean pressure suit test equipment	90
X802 Perform overhaul inspections of pressure suits	90
Q654 Operationally check personal locator beacons (PLBs)	90
X782 Calibrate pressure suit test equipment	90
X793 Isolate portable LOX ventilation unit malfunctions	90
X796 Isolate pressure suit test equipment malfunctions	90
X816 Perform postflight inspections of portable LOX ventilation units	90
X817 Perform preflight inspections of portable LOX ventilation units	90
X777 Adjust pressure suits	80
O539 Perform postflight inspections of seat kits with installed oxygen systems	70

TABLE IX

AIRCREW CONTINUATION TRAINING CLUSTER
ST116

GROUP SIZE: 34
PERCENT OF SAMPLE: 2%
PREDOMINANT GRADES: E-5 and E-6

AVERAGE TAFMS: 98 MONTHS
AVERAGE TICF: 93 MONTHS
PERCENT IN 1ST ENL: 18%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
S704 Instruct operation and use of life preservers	100
S700 Instruct liferaft boarding procedures	100
S706 Instruct operation and use of survival rafts	97
S701 Instruct liferaft configurations for protection from elements	97
S699 Instruct emergency repairs of life preservers or life rafts	97
S705 Instruct operation and use of survival kit components, other than water procurement devices	94
S707 Instruct operation and use of water procurement devices	94
G278 Maintain survival training equipment	91
G274 Instruct survival training techniques	85
G253 Brief aircrew members on purpose, operation, or care of individual flying equipment	85
S696 Instruct donning or doffing of water survival training equipment	85
G252 Brief aircrew members concerning life support equipment or procedure modifications	85
S708 Instruct parachute landing water entry procedures	85
R674 Instruct parachute land drag procedures	85
R672 Instruct parachute control techniques	82
R675 Instruct parachute landing fall (PLF) procedures	82
A4 Coordinate aircrew training with squadron operations officers	79
G259 Coordinate survival training with appropriate agencies	79
D130 Develop lesson plans	76
G254 Conduct classroom instruction on use and care of oxygen equipment	76
R671 Instruct operational or structural characteristics of parachutes	76
S695 Instruct canopy disentanglement procedures	76
S703 Instruct open water travel techniques	74
G263 Demonstrate survival training techniques, other than classroom instruction	71
G273 Instruct preflight procedures for life support systems	71
B56 Direct or implement aircrew life support continuation training	71
R668 Instruct hanging harness training procedures	71
N470 Assist aircrew members in donning or doffing CWD ensembles	68

TABLE X
MAINTENANCE SUPERVISION CLUSTER
GP42

GROUP SIZE: 61
PERCENT OF SAMPLE: 4%
PREDOMINANT GRADE: E-5

AVERAGE TAFMS: 106 MONTHS
AVERAGE TICF: 90 MONTHS
PERCENT IN 1ST ENL: 12%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A46 Schedule work assignments or priorities	89
A18 Determine or establish work priorities	87
B74 Supervise Aircrew Life Support Specialists (AFSC 12250)	87
D119 Conduct OJT	87
B73 Supervise Apprentice Aircrew Life Support Specialists (AFSC 12230)	85
A43 Plan work assignments or priorities	85
B52 Counsel personnel on personal or military-related matters	85
G275 Inventory life support equipment	84
O493 Clean and disinfect oxygen masks	84
C78 Analyze workload requirements	82
E159 Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	82
A35 Establish work schedules	79
G286 Store life support equipment	79
A26 Establish performance standards for subordinates	77
C81 Conduct performance feedback worksheet (PFW) evaluation sessions	77
A2 Assign personnel to duty positions or work crews	77
C81 Conduct performance feedback worksheet (PFW) evaluation sessions	77
C111 Write EPRs	74
A8 Coordinate life support work requirements with appropriate sections or agencies	74
G283 Preposition life support equipment in aircraft	70
O528 Perform postflight inspections of oxygen masks	69
D126 Counsel trainees on training progress	69
G290 Transport life support equipment to or from flightlines	69
C107 Inspect personnel for compliance with military standards	67
A34 Establish work methods, controls, or procedures	66
G284 Schedule life support equipment for inspection, repair, or maintenance	66
A1 Assign maintenance and repair work	64
C93 Evaluate personnel for compliance with performance standards or technical orders	61
O497 Inspect passenger oxygen masks	57
K437 Remove, replace, or install life preservers in aircraft	54
G280 Perform minor maintenance on life support equipment in aircraft	52
G256 Coordinate preposition of life support equipment in aircraft with appropriate agencies	48

TABLE XI

MANAGEMENT AND ADMINISTRATION CLUSTER
STG36

GROUP SIZE: 216
 PERCENT OF SAMPLE: 15%
 PREDOMINANT GRADES: E-7 and E-6

AVERAGE TAFMS: 184 MONTHS
 AVERAGE TICF: 173 MONTHS
 PERCENT IN 1ST ENL: 2%

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
C111 Write EPRs	81
B52 Counsel personnel on personal or military-related matters	81
C82 Conduct self-inspections	80
B70 Interpret policies, directives, or procedures for subordinates	77
E178 Maintain administrative files	76
A26 Establish performance standards for subordinates	76
E213 Review CA/CRLs	75
C93 Evaluate personnel for compliance with performance standards or technical orders	75
A25 Establish organizational policies, such as operating instructions (OIs) or standing operating procedures (SOPs)	75
C81 Conduct performance feedback worksheet (PFW) evaluation sessions	75
C113 Write recommendations for awards or decorations	75
A17 Determine or establish publications requirements	74
A13 Coordinate self-inspection programs with appropriate agencies	74
A16 Determine or establish logistics requirements, such as personnel, space, equipment, tools, or supplies	73
A2 Assign personnel to duty positions or work crews	73
A27 Establish procedures for accountability of equipment, tools, or supplies	73
C107 Inspect personnel for compliance with military standards	73
A18 Determine or establish work priorities	72
A8 Coordinate life support work requirements with appropriate sections or agencies	72
C96 Evaluate quality control procedures	71
A44 Review drafts of regulations, manuals, or other directives	70
A20 Develop self-inspection program checklists	69
B62 Implement quality assurance programs	69
E215 Review technical order changes, supplements, or revisions	68
A15 Coordinate supply or equipment requirements with equipment management officers (EMOs) appropriate agencies	68
A6 Coordinate drafts of regulations or manuals with	65
B74 Supervise Aircrew Life Support Specialists (AFSC 12250)	64
E188 Maintain technical order files	64
E220 Write letters of justification for supply-related matters	60